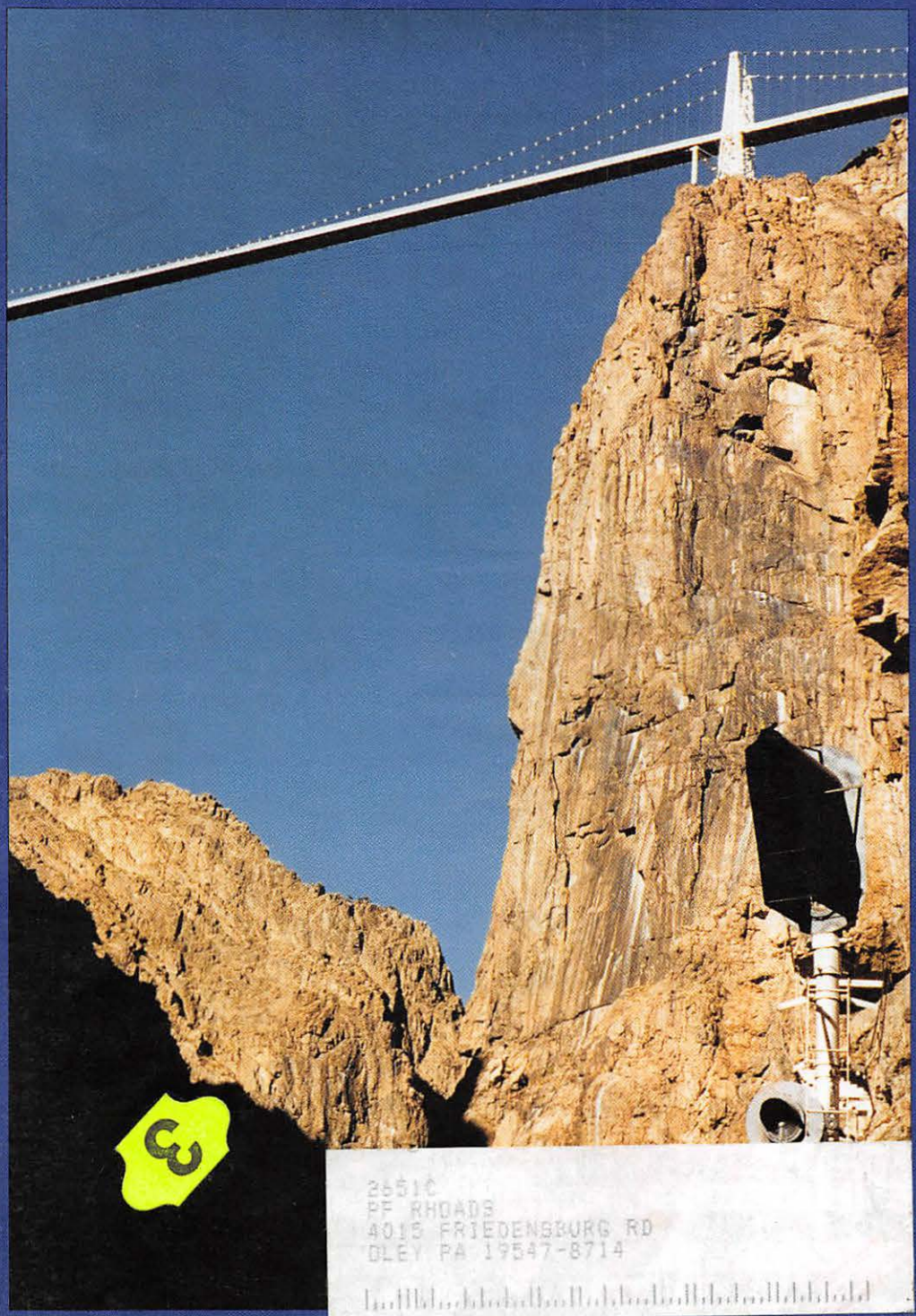
The Signalman's Journal

Volume 77, Number 2 *April 1996*



2651C
PF RHOADS
4015 FRIEDENSBURG RD
OLEY PA 19547-8714

In This Issue:

AFL-CIO Union Industries Show -Page 4

Pickett Calls For Implementation Of Roadway Worker Protection -Page 12

Raiding The Corporate Cookie Jar -Page 17

Rail Labor Addresses Safety Issues -Page 22

News Digest

SP Executives Get $12 Million In Merger

Six top executives of Southern Pacific Railroad will share $12 million in golden parachutes if they stay until Union Pacific completes its buyout of their company.

SP quadrupled the executives' severance packages after it agreed to the purchase by UP. In order to collect the full amount, the six executives have agreed to stay until the buyout is completed next summer, said spokesman Larry Kaufman.

According to documents filed with the Interstate Commerce Commission, SP chairman Jerry R. Davis will get $3 million and the company will forgive the remainder of the interest-free $600,000 loan that it gave him to buy a house in Denver.

Davis rejoined SP just six months before the merger was announced. In fact, the ICC documents indicate the two railroads restarted merger negotiations immediately after Davis joined SP.

Other top executives and their parachutes include:

-Donald Orris, president and chief operating officer, $2.15 million.

-Robert Starzel, vice chairman of the holding company, SP Rail Corp., and Cy Harvey, executive vice president and chief administrative officer, will each get $1.75 million. Their home loans also will be paid off.

-Larry Parsons, executive vice president-operations, will get $1.72 million. Parsons was hired two months before the merger was announced.

Altogether, the railroad plans to give 200 executives a total of $37.7 million in severance pay.

A total of $15.7 million of that can be collected only if the executives stay with SP to the last day. The railroad said it was afraid these senior executives would begin to leave for new jobs before the merger is completed, leaving SP with a shortage of top managers.

In agreeing to the severance packages, the executives gave up stock options tied to SP's financial performance, Kaufman said. Kaufman said the railroad did not meet the financial requirement in 1995 anyway.

Drug Testing Parameters

In 1994 the Federal Railroad Administration set the random drug testing rate for railroad workers in safety sensitive positions at 25 percent. The results of all 1994 drug tests have been compiled and they show the positive rate to was .808 percent. Because the positive rate was below 1.0 percent, the FRA has announced that the 25 percent rate of testing will remain in effect for 1996.

The FRA also announced that effective December 1, 1995, all post-accident testing would be conducted by Northwest Toxicology, Inc., Salt Lake City, Utah.

UTU Members Reject Tentative IC Agreement

Members of the United Transportation Union have turned down a tentative five-year agreement between the union and Illinois Central. The tentative agreement would have signalled a dramatic departure from the railroad industry's traditional mileage and rule-based wage system. It was based on a concept of assigned service with an initial wage of $23 per hour plus a one-time payment of $60,000 per trainman for elimination of the productivity fund.

Ex-BNSF Chairman Receives Huge Cash Bonus

BNSF Corporation's former chairman, Gerald Grinstein, received a cash bonus of $1.5 million upon retiring last year.

In their annual proxy statement, the railroad revealed that Grinstein will be paid $750,000 over the next three years as part of a non-compete agreement. In addition to the bonus, Grinstein also received his 1995 salary of $750,000 and was also granted options for 59,800 shares of BNSF stock

The Signalman's Journal

Official Publication of the Brotherhood of Railroad Signalmen

Volume 77, Number 2 **April 1996**

DIRECTORY

NATIONAL HEADQUARTERS:
601 West Golf Road, Box U
Mount Prospect, IL 60056-9048
(708) 439-3732 Fax: (708) 439-3743

W.D. Pickett, President
R. R. Foley, Secretary-Treasurer
C. A. McGraw, Vice President - National Railroad Adjustment Board
J. P. Finn, Vice President - Grand Lodge
J. L. Mattingly, Director of Research
T. J. DePaepe, Grand Lodge Representative & Publications Editor

W. A. Radziewicz, Vice President—Northeast
D. M. Boston, National Legislative Rep.
400 North Capitol St. N.W., Suite 860
Washington, D.C. 20001 (202) 628-5935

F. E. Mason, Vice President—Southeast
571 North Highway 16
Denver, NC 28037 (704) 483-1655

J. L. Barton, Vice President—Midwest
Box U, Mount Prospect, IL 60056-9048
(708) 439-3732

V. Van Artsdalen, Vice President—West
607 10th Street, Suite 102
Golden, CO 80401 (303) 278-0507

BOARD OF TRUSTEES:
C. R. Vaught, Chairman
420 Coldstream Dr., P.O. Box 1548
Danville, KY 40422 (606) 236-4840

G. E. Jones, Secretary
P.O. Box 610
Spanish Fork, UT 84660 (801) 798-8368

W. R. Saar Jr., Member
36 Newport Road
Island Park, NY 11558 (516) 897-2674

OFFICERS EMERITUS:
R. T. Bates, President Emeritus
32 Calle Frambuesa
Green Valley, AZ 85614

W. D. Best, Secretary-Treasurer Emeritus
642F Burgundy Court
Elk Grove Village, IL 60007

C. J. Chamberlain, President Emeritus
740 Saint Andrews Lane #33
Crystal Lake, IL 60014

Features:

4. AFL-CIO Union Industries Show
12. Pickett Calls For Implementation Of Roadway Worker Protection
13. BRS Strike Policy
16. UP Board Of Directors
17. Raiding The Corporate Cookie Jar
18. Local And General Committee Meetings
22. Rail Labor Addresses Safety Issues
34. BRS Members Perform SIgnal Work On Non-Union Regional Line
35. BRS Communication Members At Work On CSX

Departments:

5. President's Column
6. Photo Contest
8. SPL Report
20. Railroad Retirement Information
32. Obituaries
36. Signalman's Store
37. FELA Directory
38. Benefits Directory

Cover: Signal 659 on the Southern Pacific welcomes all trains that traverse Royal Gorge Canyon at Milepost 166 in Canyon City, Colorado.
Photo Submitted By: T.E. Brailsford, Local 24

The Signalman's Journal (ISSN-0037-5020) is published bimonthly (February, April, June, August, October, December) by the Brotherhood of Railroad Signalmen, 601 West Golf Road, Box U, Mount Prospect, IL 60056-9048. Second class postage paid at Mount Prospect, IL.
POSTMASTER: Send address changes to: The Signalman's Journal, The Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

Subscription Rates: $10.00 per year, sold only in the United States and Canada. Single copy price is $2.00.

1996 AFL-CIO Union Industries Show

The 1996 AFL-CIO Union-Industries Show – a huge, four-day exhibition of union workers' skills and services, and millions of dollars worth of union-made, American-made products – will be held at the Las Vegas Convention Center, May 31-June 3.

A showcase of the quality and variety of union-made, American-made goods and services, this year's exhibition will cover floor space equivalent of five football fields. Admission is **free**.

The show will feature well over 300 unions and companies with union-represented employees, including many from the Las Vegas area. On display will be their products and services and the skills involved in producing and performing them. From glass blowing to iron working and computer graphics to cake decorating – and much more – the full range of union members' skills will be exhibited.

Scores of showgoers will take home with them tens of thousands of dollars worth of the union-made goods that are on display – big-ticket items, small-ticket items, and those in between, from cereal products and ice cream to household appliances and motor vehicles, and more.

At last year's Union Industries show held in Detroit, Michigan, BRS Local 28 member K.V. Downing was the happy winner of a 1995 1200 CC Harley-Davidson "Sportster" motorcycle built by the Machinists Union Local 175 from Pennsylvania.

The AFL-CIO Union Label and Service Trades Department, which produces the show, plus the Nevada State AFL-CIO, the Southern Nevada Central Labor Council, and individual Las Vegas-area unions who are helping with this year's show, are issuing a special invitation to young people to attend.

"It's an educational and entertaining experience for the whole family," said Charles E. Mercer, secretary-treasurer of the Union Label and Services Trades Department. "The exhibits, demonstrations and prizes offer something for everyone. For young people, in particular, the show is a great place to get a first-hand look at the wide range of good union jobs that are available for those who prepare for them."

A F L - C I O
UNION INDUSTRIES SHOW
Come see how workers and companies cooperate to make good American products. From steelworkers to stagehands, computer technicians to carpenters, bakers to bricklayers, they produce the best products and services on Earth.
Las Vegas
CONVENTION CENTER
May 31 - June 3, 1996
Friday - 12 noon to 8 p.m.
Sat. - Sun. - Mon.
11 a.m. - 7 p.m.
FREE ADMISSION
Children must be accompanied by an adult
FAMILY FUN
• Samples • Gifts
• Prizes • Drawings
• Demonstrations
• Hands-on action!
UNION MADE IN THE USA
LAS VEGAS
MORE THAN 300 EXHIBITS
Produced and managed by the Union Label and Service Trades Department, AFL-CIO

Politics in 1996, AFL-CIO Fights Back

PRESIDENT'S COLUMN

After the elections in 1994, the leadership of the AFL-CIO decided to reexamine the connections working people make between their concerns as workers and family members and their participation in elections.

The AFL-CIO determined that it was critical to provide information to working families and to ask them to act on that information by contacting their members of Congress, as well as by informing other working families in their communities.

The federation started what was called Grass Roots Legislative Activism. The federation would direct their activism efforts at Congressional districts where representatives were deciding federal legislative issues of importance to working men and women. This activism would include a wide range of activities such as attending representatives' town meetings, holding press conferences, meeting with representatives, holding demonstrations, leafleting worksites, circulating petitions and urging unionists to call their members of Congress.

"In order to elect politicians who are sympathetic to the needs of working men and women of labor, we must unite and mount an effort of unprecedented size, with each union doing its share."

In order to build on the accomplishments of the union men and women who were so successful with their Grass Roots Activism, the AFL-CIO wants to train more members in grass roots legislative activities and do more long-range planning for local legislative activities. This effort is needed because working men and women will work hard to elect people who are sympathetic to the concerns of workers, but they then need the support of the AFL-CIO to continue their involvement to monitor and hold accountable these representatives as they make legislative decisions.

On March 25, the AFL-CIO held a special convention in Washington, D.C. in order to decide which presidential candidate to endorse; to inform and educate the delegates of the AFL-CIO unions about the Grass Roots Activism program; and to approve a special assessment of 15 cents per member per month, for a 12-month period beginning in May, to help subsidize the activities that will be conducted as part of the Grass Roots Activism program.

It was only the second time in the history of the AFL-CIO that all delegates were assembled for a special convention. In addition to the special assessment, the delegates voted to endorse the Clinton/Gore ticket for President and Vice-President of the United States in the November election.

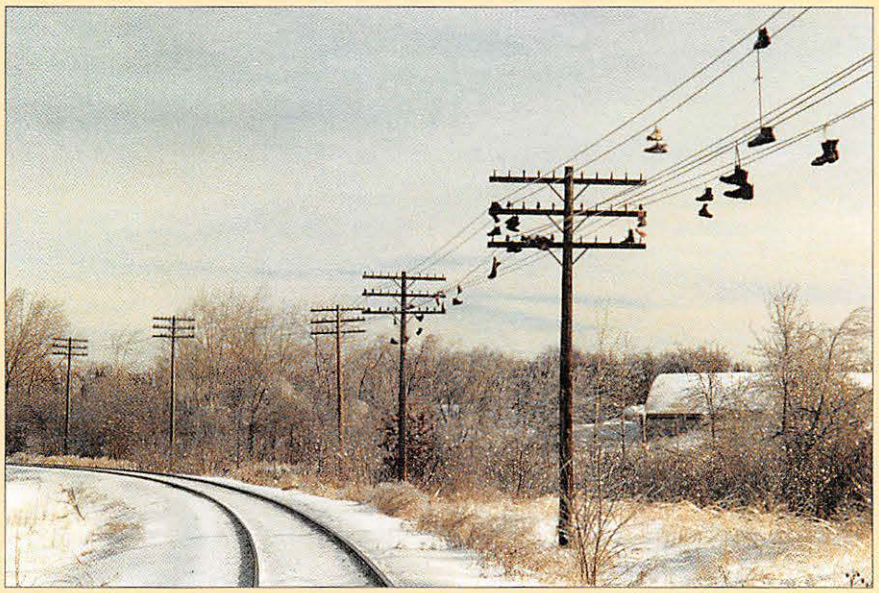
The BRS members' portion of the AFL-CIO special assessment will be paid for with money from the General Fund of Grand Lodge.

For too long, labor has been sitting back assuming that things in politics would remain the same. Obviously, politics has changed and I applaud and support the efforts of the new leadership of the AFL-CIO in their efforts to expand labor's involvement in the political arena.

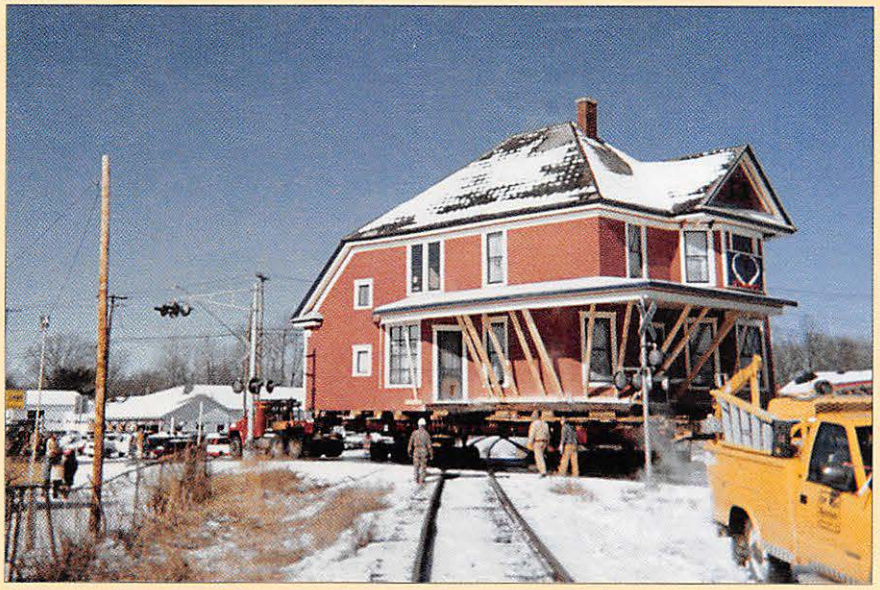
In order to elect politicians who are sympathetic to the needs of working men and women of labor, we must unite and mount an effort of unprecedented size, with each union doing its share. The Brotherhood of Railroad Signalmen supports the AFL-CIO per capita increase because it will bring the issues out in the open, educate labor members and bring into focus what we have to lose if we are not active in all elections.

W. Dan Pickett

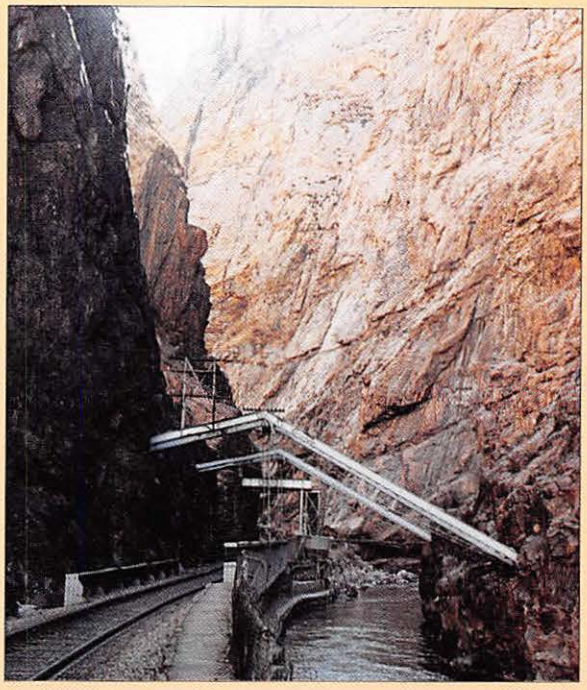
1996 Photo Contest Entries



*Vandals threw 22 pair of shoes on the CTC pole line at M.P. 8 on the Paynesville Subdivision of CP Rail outside of Minneapolis, Minnesota. Photo submitted by **L.D. Suhsen**, Local 226.*



*(Above and left) CP Signal Maintainers help move a house through the Cantilevers at Highways 54 and 59 in Linton, Indiana. Photo submitted by **S.J. Nasser**, Local 227.*



*Southern Pacific signal pole line is mounted to steel girders due to the rough terrain of Royal Gorge Canyon in Canyon City, Colorado. Photo Submitted by **T.E. Brailsford**, Local 24.*

Photo Contest

*(Above and right) Special Projects crew members K. Nakao and S.L. Schubring get down and dirty while trying to reinstall a mud-detection fence along BNSF mainline north of Ridgefield, Washington. Photo submitted by **J.L. Goedert**, Local 188.*

SPL Report:

Pro-Labor Politicians: Our Friends In Congress

1996 will prove to be an important year in the political arena. Two very important questions to ask a candidate are whether or not he/she supports a worker's right to belong to a union, and the ability to strike as a last resort.

Ask the person you will vote for, as well as yourself, does change mean, **No Union, No Job, No Social Security, and No Railroad Retirement,** or does change mean **increasing benefits and conditions for the working men and women in America**. Make sure you vote, but make sure not to vote for the wolf in sheep's clothing.

As part of an ongoing feature, we are showcasing three Congressmen for you in this issue of *The Signalman's Journal*. We hope that the information will be useful to you in determining who the best candidate is to receive your vote; also, so that you know which candidates share your ideas and goals.

Robert Menendez (D), New Jersey 13th District

Representative Menendez was elected to the U.S. House of Representatives in 1993.

Since the beginning of the 104th Congress, Representative Menendez has voted in the affirmative on every legislative issue which rail labor supports.

Although born in New York City, Congressman Menendez launched his career in New Jersey, when he was elected Mayor of Union City in 1986. Menendez served as a New Jersey State Assemblyman from 1987-1991 and also as a State Senator from 1991-1992.

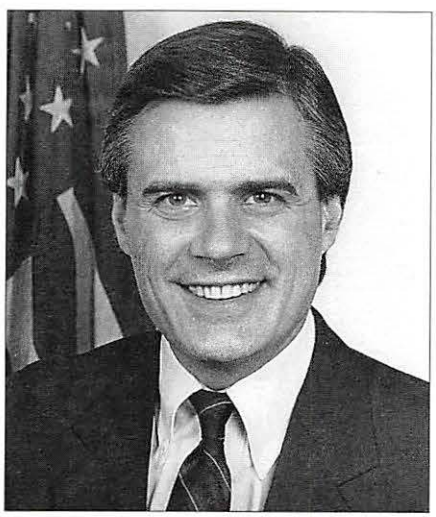
Representative Menendez is a member of the Transportation and Infrastructure Committee and the International Relations Committee. The majority of support that Congressman Menendez lent to rail labor was on such issues as the ICC Termination Act, FELA reform and Railroad Retirement.

Robert Menendez

Thomas C. Sawyer (D), Ohio 14th District

Congressman Sawyer was first elected to Congress in 1986 and is currently serving in his fifth term. Representative Sawyer is one of the newest members of the House Transportation and Infrastructure Committee.

In the first half of the 104th Congress, Representative Sawyer served on the Economic and Educational Opportunities Committee and the Standards of Official Conduct. With a 100 percent voting record in support of issues that affect rail labor, Representative Sawyer has been a valuable ally in our legislative efforts and his appointment to the Transportation and Infrastructure Committee is a benefit to rail labor and Signalmen.



Thomas C. Sawyer

Congressman Sawyer began his political career in 1976 when he ran successfully for the Ohio House of Representatives. While in the House of Representatives in Ohio, Sawyer was instrumental in advancing educational opportunities.

In 1983, Sawyer was elected Mayor of Akron, Ohio, marking the first time in 20 years that a Democrat held that post.

James E. Clyburn (D), S. Carolina 6th District

Congressman Clyburn was elected to the 103rd Congress in 1992 and served as President of the Freshman Democratic Caucus. Representative Clyburn currently serves on the Veterans Affairs and the Transportation and Infrastructure committees.

Since the beginning of the 103rd Congress, Representative Clyburn has voted in the affirmative on every legislative issue which rail labor supports.

His political career began in January 1971 when he was appointed to the staff of Governor John West. In 1974 Governor West appointed him to the position of South Carolina Human Affairs Commissioner, a post he held until 1992 when he left state government to run for Congress.

James E. Clyburn

REPORT ON CONGRESS

The following Report on Congress tabulates the votes on major issues of importance to workers in the first session of the 104th Congress. In the tables on the pages that follow, House of Representative members have been rated R (right) and W (wrong) on the basis of their votes on these issues.

1. **Unfunded Mandates/Labor Standards** (H.R. 5) — During consideration of a bill to ban all unfunded mandates, an amendment was offered to exempt from the ban such labor standards as child labor and minimum wage laws. While the AFL-CIO opposed the entire bill because it is a smoke screen to attack or eliminate all federal regulations, the AFL-CIO supported the amendment as an attempt to make the bill less onerous to workers. It failed January 25 by a 161-263 vote. (DEM: 160-35; REP: 0-228; I: 1-0)

Yes — Right No — Wrong

2. **Balanced Budget Amendment/Final Passage** (H.J. Res. 1) — The AFL-CIO opposed a resolution calling for a constitutional amendment requiring a balanced federal budget because of massive cuts (about $1 trillion) in vital programs, the crippling of Congress' ability to fight recessions and inflation and its distortion of constitutional checks and balances. GOP backers of the bill refused to exclude and protect Social Security from the amendment's scope. The resolution passed the House January 26 by a 300-132 vote. (DEM: 72-129; REP: 228-2; I 0-1)

Yes — Wrong No — Right

3. **Risk Assessment/Workplace Safety** (H.R. 1022) — The bill, opposed by the AFL-CIO, is part of the GOP's attack on workplace health and safety, environmental and public safety standards. It would place financial considerations above the health and safety of workers by requiring cost-benefit and risk-assessment analysis procedures that would derail any attempt to develop new public health, safety or environmental standards. It passed the House February 28 by a 286-141 vote. (DEM: 60-138; REP: 226-2; I: 0-1)

Yes — Wrong No — Right

4. **GOP Tax Cuts For Rich** (H.R. 1215) — This is a $189 billion tax cut package that gives most of its benefits to wealthy families and businesses. It also contains big business tax breaks and $189 billion in spending cuts aimed at services and programs that benefit middle- and lower-income families. Opposed by the AFL-CIO, it passed the House April 5 by a 246-188 vote. (DEM: 27-176; REP: 219-11; I: 0-1)

Yes — Wrong No — Right

5. **Transportation Appropriations/Transit Workers Section** 13(c) (H.R. 2002) — An AFL-CIO opposed provision of the 1996 transportation appropriations bill would have repealed Section 13(c) of the Mass Transit Act, which protects the collective bargaining of transit workers and offers certain job protections. An amendment, backed by the AFL-CIO, to strip the repeal from the bill passed the House July 25 by a 233-186 vote. (DEM: 188-5; REP: 44-181; I: 1-0)

Yes — Right No — Wrong

6. **Labor/HHS Appropriations/Final Passage** (H.R. 2127) — The AFL-CIO strongly opposed this bill which slashes funds from important workplace safety and labor protection programs and nearly $4 billion from education and training services. The cuts would eliminate Goals 2000 and cut deeply into OSHA, MSHA, the NLRB and a myriad of training programs, including NAFTA-TAA, summer jobs and other youth jobs programs, as well as programs for children with disabilities and drug-free school programs. The bill passed August 4 by a 219-208 vote. (DEM: 6-189; REP: 213-18; I: 0-1)

Yes — Wrong No — Right

7. **TEAM Act/Company Unions** (H.R. 743) — The bill would repeal Section 8(a)2 of the National Labor Relations Act, which forbids the creation of employer-controlled and dominated employee groups to deal with wages, benefits and working conditions – much like company unions that flourished in the 1920s and 1930s before the creation of the NLRA. Opposed by the AFL-CIO, the bill passed the House September 27 by a 221-202 vote. (DEM: 15-179; REP: 206-22; I: 0-1)

Yes — Wrong No — Right

8. **Medicare/Final Passage** (H.R. 2425) — The bill slashes some $270 billion from Medicare and would increase beneficiaries' monthly premiums and significantly cut hos-

(Cont. on next page)

(Cont. from previous page)

pital reimbursements. It also puts at risk use of beneficiaries' own doctors. The bill passed on October 19 by a vote of 231-201. It was later added to the budget reconciliation bill. (DEM: 4-194; REP: 227-6; I: 0-1)

Yes — Wrong No — Right

9. **Budget Reconciliation/Final Passage** (H.R. 2491) — This bill combines all the GOP entitlement spending cuts in Medicaid, student loans, federal retiree pensions and more, with tax cuts aimed mostly to benefit big business and people making up to $200,000 a year. The Medicaid program would be cut by $170 billion and block-granted, which would hurt poor children and the elderly. It also would repeal standards for nursing homes. Opposed by the AFL-CIO, the bill passed October 26 by a 227-203 vote. (DEM: 4-192; REP: 223-10; I: 0-1)

Yes — Wrong No — Right

10. **Rail Workers' Labor Protections** (H.R. 2539) — A bill to eliminate the Interstate Commerce Commission also contained provisions that would have repealed certain labor protections for rail workers on some railroads when their lines are merged or acquired by new owners. An amendment to the bill, backed by the AFL-CIO, called for maintaining those protections. It was approved by the House November 14 by a 241-184 vote. (DEM: 190-2; REP: 50-182; I: 1-0)

Yes — Right No — Wrong

11. **Budget Reconciliation/Conference Report** (H.R. 2491) — While some changes were made in the House-passed bill, the conference report kept the major elements opposed by the AFL-CIO. It was approved by the House November 17 by a 237-189 vote. (DEM: 5-187; REP: 232-1; I: 0-1)

Yes — Wrong No — Right

12. **Continuing Resolution** (H.J. Res. 134) — Republicans offered this continuing resolution to fund welfare, veterans' benefits and the District of Columbia during the second shutdown of the federal government, which began December 15, 1995. It also contained many of the budget cuts opposed by the AFL-CIO, and Democrats sought a procedural motion to force a vote on a clean continuing resolution. The vote was to table that motion, which was defeated by a 236-176 vote. (DEM: 4-175; REP: 232-0; I: 0-1)

Yes — Wrong No — Right

Brotherhood of Railroad Signalmen 1995 Freshman Voting Record

				#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12	R	W	Percent "R"
AZ	1	Salmon	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
AZ	4	Shadegg	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
AZ	6	Hayworth	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
CA	1	Riggs	R	W	W	W	W	W	W	W	W	W	W	W	W	1	11	8
CA	16	Lofgren	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
CA	19	Radanovich	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
CA	22	Seastrand	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
CA	44	Bono	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
CA	49	Bilbray	R	W	W	W	W	W	W	W	W	W	W	W	W	1	11	8
FL	1	Scarborough	R	W	W	W	W	W	W	W	W	W	W	W	W	1	11	8
FL	15	Weldon	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
FL	16	Foley	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
GA	7	Barr	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
GA	8	Chambliss	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
GA	10	Norwood	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
IA	4	Ganske	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
IA	5	Latham	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
ID	1	Chenoweth	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
IL	5	Flanagan	R	W	W	W	W	R	R	W	W	W	R	W	W	3	9	2
IL	11	Weller	R	W	W	W	W	R	W	W	W	W	R	W	W	2	10	17
IL	18	LaHood	R	W	W	W	R	W	W	W	W	R	W	W	W	2	10	17
IN	2	McIntosh	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
IN	4	Souder	R	W	R	W	W	W	W	W	W	W	W	W	W	1	11	8
IN	8	Hostettler	R	W	R	W	W	W	W	W	W	W	W	W	W	1	11	8
KS	2	Brownback	R	W	W	W	W	W	W	W	W	W	R	W	W	1	11	8
KS	4	Tiahrt	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
KY	1	Whitfield	R	W	W	W	W	R	W	W	W	W	R	W	W	2	10	17
KY	3	Ward	D	R	R	A	R	R	R	R	R	R	R	R	R	11	0	92
MD	2	Ehrlich	R	W	W	W	W	R	W	W	W	W	W	W	W	1	11	8
ME	1	Longley	R	W	W	W	W	R	W	W	W	W	W	W	W	1	11	8
ME	2	Baldacci	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
MI	8	Chrysler	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0

			#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12	R	W	Percent "R"
MI 13	Rivers	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
MN 1	Gutknecht	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
MN 6	Luther	D	R	W	R	R	R	R	R	R	R	R	R	R	1	1	92
MO 5	McCarthy	D	R	W	R	R	R	R	R	R	R	R	R	R	1	1	92
MS 1	Wicker	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NC 2	Funderburk	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NC 3	Jones	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NC 4	Heineman	R	W	W	W	W	W	R	W	W	W	W	W	W	1	11	8
NC 5	Burr	R	W	W	W	W	W	W	W	W	W	R	W	W	1	11	8
NC 9	Myrick	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NE 2	Christensen	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NH 2	Bass	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NJ 2	LoBiondo	R	W	W	W	W	R	R	R	R	R	W	W	W	5	7	42
NJ 8	Martini	R	W	W	W	W	R	R	R	W	W	R	W	W	4	8	33
NJ 11	Frelinghuysen	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NV 1	Ensign	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
NY 1	Forbes	R	W	W	W	W	A	W	R	W	W	R	W	W	2	9	17
NY 4	Frisa	R	W	W	W	W	R	W	R	W	W	R	W	W	3	9	25
NY 19	Kelly	R	W	W	W	W	R	R	R	W	W	R	W	W	4	8	33
OH 1	Chabot	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
OH 6	Cremeans	R	W	W	W	W	R	W	W	W	W	R	W	W	2	10	17
OH 18	Ney	R	W	W	W	W	R	R	R	W	W	R	W	W	4	8	33
OH 19	LaTourette	R	W	W	W	W	R	W	W	W	R	R	W	W	3	9	25
OK 1	Langent	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
OK 2	Coburn	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
OK 4	Watts	R	W	W	W	W	W	W	A	W	W	W	W	W	0	11	0
OR 2	Cooley	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
OR 5	Bunn	R	W	W	W	W	R	W	W	W	W	R	W	W	2	10	17
PA 2	Fattah	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
PA 13	Fox	R	W	W	W	W	R	W	R	W	W	W	W	W	2	10	17
PA 18	Doyle	D	R	W	W	R	R	R	R	R	R	R	R	R	10	2	83
PA 20	Mascara	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
PA 21	English	R	W	W	W	W	R	W	R	W	W	R	W	W	3	9	25
RI 1	Kennedy	D	A	R	R	R	R	R	R	R	R	R	R	R	11	0	92
SC 1	Sanford	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
SC 3	Graham	R	A	W	W	W	W	W	W	W	W	W	W	W	0	12	0
TN 3	Wamp	R	W	W	W	W	W	W	W	W	W	R	W	W	1	11	8
TN 4	Hilteary	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
TN 7	Bryant	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
TX 9	Stockman	R	W	W	W	W	W	W	R	W	W	R	W	W	2	10	17
TX 10	Doggett	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
TX 13	Thornberry	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
TX 18	Lee	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
TX 25	Bentsen	D	R	R	R	R	R	R	R	R	R	R	R	R	12	0	100
UT 2	Waldholtz	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
VA 11	Davis	R	W	W	W	R	W	W	W	W	W	W	W	W	1	11	8
WA 1	White	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
WA 2	Metcalf	R	W	W	W	W	R	W	R	W	W	R	W	W	3	9	25
WA 3	Smith	R	W	W	W	W	W	W	W	W	W	R	W	W	1	11	8
WA 4	Hastings	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
WA 5	Nethercutt	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
WA 9	Tate	R	W	W	W	W	R	W	W	W	W	W	W	W	1	11	8
WI 1	Neumann	R	W	W	W	W	R	W	W	W	W	R	A	W	2	9	17
WY AL	Cubin	R	W	W	W	W	W	W	W	W	W	W	W	W	0	12	0
		Overall Freshman Average Voting Percentage															21
		Overall Democrat Average Voting Percentage															96
		Overall Republican Average Voting Percentage															7

Pickett Calls For Implementation Of Roadway Worker Protection

On February 12, BRS President Dan Pickett requested that Jolene Molitoris, Administrator of the Federal Railroad Administration, immediately issue the Roadway Worker Protection Notice of Proposed Rulemaking.

Pickett asked that if the FRA found it impossible to issue such notice at this time, that the FRA immediately issue an Emergency Order based on the signed draft Notice of Proposed Rulemaking for Roadway Worker Protection dated August 31, 1995.

The call for the adoption of the Roadway Worker Protection regulations was a result of the death of a CSXT Maintenance of Way employee, on February 2, in the Chicago area. Initial reports indicate that the employee was assisting in the repair of defective rail when he was fatally struck by a free-rolling cut of cars while crossing a yard track.

Pickett stated, "The injury or death of any railroad worker is unacceptable. Thus, the railroad industry is in need of tough, effective safety measures to help put an end to these ongoing tragedies. And, quite frankly, the longer the FRA waits to implement such safety measures the longer it will take to change the rail industry's work habits. As a consequence, railroad workers will continue to be killed by moving trains and on-track equipment."

On-the-job deaths should not be considered part of doing business for our nation's railroads. According to Dr. Linda Rosenstock, Director of the National Institute for Occupational Safety and Health (NIOSH), work place deaths are among the most preventable. The NIOSH has determined that many work-related fatalities can be avoided by simply taking more safety precautions.

In 1994 the On-Track Safety Task Force factually determined that in 96 percent of railroad worker fatalities there was no employee acting as a watchman. Pickett stated, "We need the immediate implementation of the Roadway Worker Protection Regulations in order to prevent the needless deaths of railroad workers in our industry."

Union Membership in 1995

The Bureau of Labor Statistics reported that there were about 16.4 million wage and salary employees who were union members in 1995, which represented 14.9 percent of all workers. These figures were down from 16.7 million and 15.5 percent in 1994. There were 9.4 million union members in private nonagricultural industries, where they constituted 10.4 percent of wage and salary employment, and 6.9 million in government (federal, state, and local), where they accounted for 37.8 percent of wage and salary employment.

In private industry, transportation and public utilities had the highest proportion of workers who were union members (27 percent), followed by construction and manufacturing (each 18 percent), and mining (14 percent). The remaining private industry groups had unionization rates ranging from 2 to 6 percent.

Union membership was higher among men (17 percent) than women (12 percent) and higher among blacks (20 percent) than either whites (14 percent) or Hispanics (13 percent). Within these major groups, black men continued to have the highest union membership rate (23 percent), while white women had the lowest (11 percent). Workers aged 35 to 64 were more likely to be union members (19 percent) than were either younger or older workers. Seventeen percent of full-time workers were union members, compared with eight percent of part timers.

In 1995, 2.0 million wage and salary workers were represented at their work place by a union, although they were not union members themselves. A little more than half (53 percent) of these worked in government.

Among full-time wage and salary workers, union members had median usual weekly earnings of $602 in 1995, compared with a median of $447 for workers not represented by unions. That amounts to an $8,060 difference over the course of a year.

Labor CALENDAR

April

4 Martin Luther King, Jr. was assassinated in 1968 while helping striking sanitation workers in Memphis, Tenn.

12 Florence Reece, active in Harlan County, Ky. coal strikes and author of the famous labor song "Which Side Are You On," was born in 1900.

14 In 1939, John Steinbeck's *The Grapes of Wrath* was published. The novel of social protest dramatized the story of "Okies"—workers who migrated from Oklahoma's dust bowl to the groves of California—and experienced tremendous hardships and exploitation along the way.

15 A. Philip Randolph, an African-American and one of the most influential trade unionists in the U.S. labor movement, was born in 1889. The organizer and president of the Brotherhood of Sleeping Car Porters, an all-black union, Randolph said: "The essence of trade unionism is uplift. The labor movement traditionally has been the haven for the dispossessed, the despised, the neglected, the downtrodden, and the poor."

20 In 1914, company gunmen attacked a tent colony of striking miners and their families in Colorado, setting it ablaze and killing 19 men, women and children in what is remembered as the Ludlow Massacre.

27 James Oppenheim's poem, "Bread and Roses," was published in *Industrial Solidarity* in 1946. "Our lives shall not be sweated/from birth until life closes/hearts starve as well as bodies; give/us bread, but give us roses," the poem reads. It was penned after Oppenheim saw a sign held by young mill girls picketing in the 1912 strike against woolen companies in Lawrence, Mass.

BRS Policy Concerning The Rights Of Members To Honor Picket Lines During A Legal Strike

"It is the policy of the Brotherhood of Railroad Signalmen to support its members in declining to cross a picket line when another labor organization is on strike. When a strike exists, a member should decline to cross a picket line in order to work until pickets have been removed and the strike is over. The Brotherhood of Railroad Signalmen adheres to the principle that during a strike against a railroad, by a railroad labor organization, a union's picket line extends across the railroad, one end to the other.

It is the further policy of the Brotherhood of Railroad Signalmen that the right to decline work during a strike of another labor organization is guaranteed by the Constitution of the United States, the Railway Labor Act and the Railroad Safety Act. The Brotherhood of Railroad Signalmen will support its members in the free exercise of these rights."

ENTRY FORM-1996 PHOTO CONTEST
THE SIGNALMAN'S JOURNAL
BOX U
MOUNT PROSPECT, IL 60056-9048

Name _____

Local No. _____

Mailing Address:

Street or Box _____

City_____ **State**___ **Zip**_____

Phone ( ) _____

R.R. Employer _____

Job Title _____

Photo Location _____

Photo Description _____

_____

_____

SAFE JOBS

keep the promise alive

Twenty-five years ago, Congress passed The Occupational Safety and Health Act promising every American worker the right to a safe job.

But now, some employers and Congressional representatives are threatening to break that promise and put millions of American workers in danger. They want to make compliance with the law voluntary, weaken enforcement, take away workers' rights and slash the nation's job safety budget.

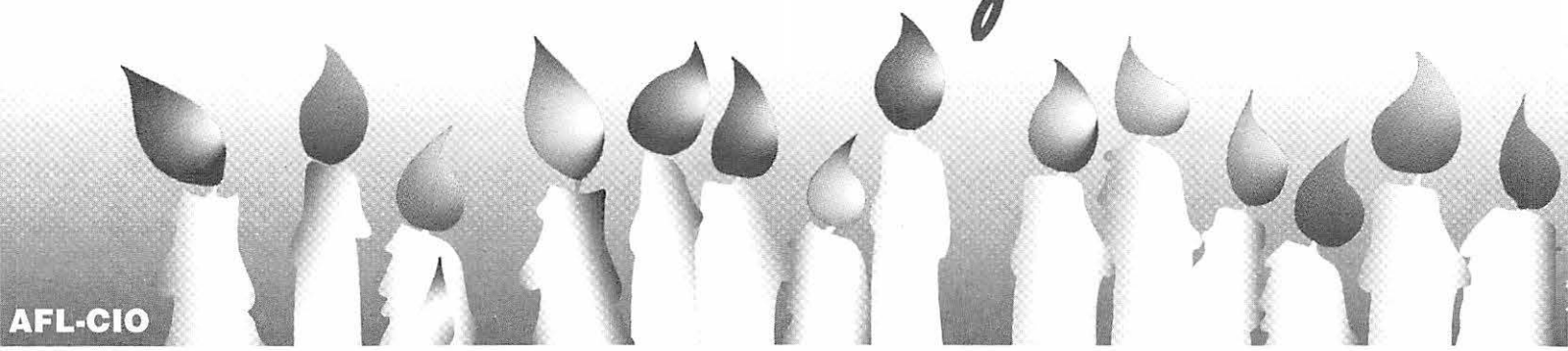
If they succeed thousands more American workers will be killed or injured on the job.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those workers who have suffered and died.

On this 25th anniversary of the OSHAct, we call upon the nation—workers, their unions, employers and elected officials—to keep the promise of safe jobs alive.

Workers Memorial Day
April 28, 1996

The fight of our lives



SAFE JOBS

Workers Memorial Day

April 28, 1996

keep the promise alive

Twenty-five years ago, Congress passed The Occupational Safety and Health Act promising every American worker the right to a safe job.

But now, some employers and Congressional representatives are threatening to break that promise and put millions of American workers in danger. They want to make compliance with the law voluntary, weaken enforcement, take away workers' rights and slash the nation's job safety budget.

If they succeed thousands more American workers will be killed or injured on the job.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those workers who have suffered and died.

On this 25th anniversary of the OSHAct, we call upon the nation—workers, their unions, employers and elected officials—to keep the promise of safe jobs alive.

For more information on Workers Memorial Day or to order materials, contact:

Department of Occupational Safety & Health

AFL-CIO

815 16th Street, NW
Washington, DC 20006
202.637.5367 phone
202.508.6978 fax
or visit our site on the World Wide Web
(www.aflcio.org)

WHAT YOU CAN DO ON WORKERS MEMORIAL DAY

- Ask your employer or Congressional representative to sign a pledge renewing the promise of safe jobs made 25 years ago. Hold a press conference announcing that commitment. A pledge action kit is available from the AFL-CIO.

- Organize petition campaigns and letter writing to Congress to oppose rollbacks in worker protections. Postcards, petitions and sample letters are available from the AFL-CIO.

- Organize a call-in to Congressional representatives during lunchtime or breaktime. Tell them you oppose efforts to weaken OSHA or worker safety and health protections. The AFL-CIO has set up a toll free number to the U.S. House of Representatives—1-800-97-AFLCIO and to the U.S. Senate—1-800-96-AFLCIO.

- Hold a public meeting back home with Congressional representatives. Bring injured workers and family members who can talk first hand about the need for strong safety and health protections. Invite local religious leaders and other allies to participate in the meeting.

- Observe a moment of silence at the workplace in memory of the thousands of workers who die each year from workplace hazards. Followup the moment of silence with a discussion with fellow workers about Congressional proposals to weaken safety and health protections.

- Hold a rally, march or memorial service to remember workers who have died on the job and to demand strong laws and protections to prevent job injuries and illnesses.

- Write a letter to the editor to your local paper. Talk to reporters you know and encourage them to write a story on how the threat to job safety protections puts workers in your community in danger.

- Call into talk radio shows and discuss the threat to job safety protections. Tell listeners about threat in your community and about how they can get involved. Tips on talk radio are available from the AFL-CIO.

- Place an ad in your local newspaper to educate the public and fellow workers and to tell your Congressional representatives your union opposes cuts in health and safety protections. Camera ready ads are available from the AFL-CIO.

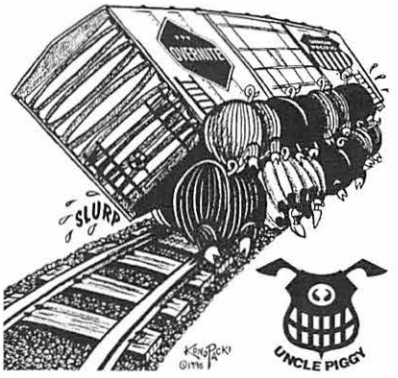
Observe Workers Memorial Day

The fight of our lives

AFL-CIO

Meet the UP Board of Directors

Who Doles Out the Piggy-Pay for Bosses at Union Pacific?



How would you like to be paid $60,000 a year for attending just 12 meetings?

How about a pension worth $36,000 a year, with full vesting after just five years?

That's the pay rate and pension rule for "independent members" of the current board of directors of Union Pacific Corporation.

Do you think UP's directors really care about your contract with UP? Or about your job security?

The directors' $60,000 paycheck puts them in the top 2 percent pay bracket of America's corporate directors. And, of course, most of the directors sit on other boards, too.

Eight directors sit on UP's Compensation, Benefits and Nominating Committee. They recommend pay, bonuses, and stock options for Drew Lewis and other UP executives.

All eight are considered "independent" directors because they don't work full time for Union Pacific. But consider their pay - and these facts - and ask yourself: how "independent" are they really?

James D. Robinson III helped Drew Lewis get his first private sector job after Lewis resigned as U.S. Transportation Secretary - where he had fired the PATCO air-traffic controllers. As chairman of Warner Amex Cable, Lewis pulled down bonuses totaling $12.2 million in a 15-month period. Linda Gosden Robinson, who had been Drew Lewis' press aide at DOT - and would later marry Robinson - pulled down almost $1.8 million in bonuses from Warner Amex Cable in the same period. Robinson was ousted by the board of American Express in 1993 for poor performance. Lewis, who "interlocked" on the American Express board, was reportedly Robinson's strongest defender.

Dick Cheney, the former defense secretary, is also on UP's compensation committee. But he's also chairman and CEO of Halliburton, the oil-drilling services company. Last year, Halliburton sold more than $23 million of services to UP Resources Group, Inc. and six UP board members donated a total of $22,000 to Cheney's political campaign committee.

Virgil Conway, another committee member, also has business ties to UP. His bother William is president of Modjeski & Masters, Inc., a consulting firm that got paid almost $100,000 last year for studying railroad bridge fatigue for UP subsidiaries.

Richard Mahoney, former chairman and still a director of Monsanto, is also on the committee. UP sold Monsanto almost $31 million of services last year.

Americans today are outraged as never before by the growing pay gap between executives like Drew Lewis and average working families.

If you are interested in learning more details about how Drew Lewis and other Union Pacific executives have been able to land such outrageous pay, tear off the form below and send it in.

Learn more about:

-the bonus plans that have paid Lewis and other UP executives almost $50 million over the last three years;

-the cozy relationship between UP executives and "independent " board members; and

-how many "independent" directors actually have close ties to the company.

The Boss Just Got a Bonus of $1,650,000! Why Should He Care if We Get Laid off?

Yes! I want the whole story about Drew Lewis and sky-high executive pay at Union Pacific.

Name _____

Address _____

_____

Return to:

Campaign for Job Security
and Fair Pay at Union Pacific/Overnite
25 Louisiana Avenue, NW
Washington, DC 20001

Raiding The Corporate Cookie Jar

By: Jim Hightower

The author fights for the rights of working people. This "Hell-Raiser on the Airwaves" is sowing the seeds of grass roots activism on Hightower Radio Commentary, a syndicated weekday program on the air in 80 cities nationwide.

If you've got a couple of billion dollars to invest, enough stock options to retire on and no qualms about going back on a promise, Congress has a deal for you. Greedy corporate executives and their puppets in Congress are trying to cram some changes down the throat of working Americans. Provisions in recent budget bills would let corporations withdraw funds they had previously committed to their pension plans, endangering the funding level of those plans and putting your retirement at risk. That's a tasty plan if you own a company with a pension plan. But if you're just a working stiff, it doesn't taste so sweet. The provisions are a thin disguise for legalized looting that would let the rich get richer by raiding the company cookie jar - our hard-earned pensions.

Labor Secretary Robert Reich compares it to the train robberies of the Old West, but it's happening today and it's the retirement express they're looting. Twenty-two thousand pension plans, covering about 11 million workers and 2 million retirees, could be affected. In the end, companies will eat up $30-$40 billion out of pension plans. That's a lot of cookies.

You may not even known there's looting going on until it's too late. If big business has its way, companies will be able to raid their pension plans without telling you about it. So you may be coasting along waiting for that golden day, only to find that when you take the lid off the cookie jar, there just isn't enough dough to go around.

Remember the 80s? That's when corporate chieftains sunk their teeth into their pension plans, leaving them underfunded and dealing a serious blow to employees trying to keep up with inflation. Companies like Exxon, Goodyear Tire & Rubber and Philips Petroleum took billions of dollars that had been set aside for pension plans.

That looting all but disappeared in 1990 when Congress passed a bill imposing a 50 percent tax penalty on companies that withdrew from their pension plans. But now, the big business lobby is trying to make up for those five lean years with legislative changes that would eliminate the penalty for six months and then impose a paltry 6.5 percent tax thereafter. After locking up the cookie jar, they're now trying to take the lid off, and hungry big businesses will be scrambling to get their hands on the goodies.

This latest Congressional favor amounts to a sure-fire way to turn your Golden Years into fool's gold. The issue at hand: whose cookies are in the cookie jar? Large companies and their political supporters claim the money belongs to the employer, not the employee. Does that mean that the interest the bank agrees to pay me on my savings account is their money, not mine?

Of course, businesses don't have to raid their pension plans. But if the lid is off, few big employers will have the will to resist. After all, they don't have to worry about retirement. Top executives are sitting pretty with pensions that will pay them $60,000 to $100,000 a month, while they're coldly whacking everybody else, from factory workers to middle managers.

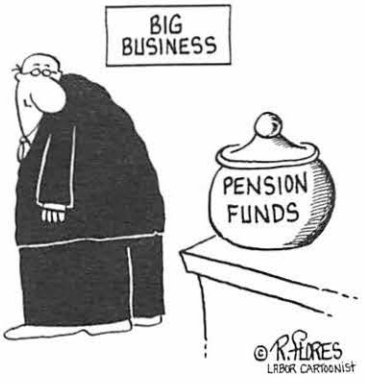
But wait, here's the best part. If a company takes out too many cookies and the pension fund cannot pay its promised benefits, the government picks up the tab, courtesy of the federal Pension Benefit Guaranty Corporation, which insures against funds going belly-up. But PBGC benefits extend just so far, leaving many with less than they need.

Supporters say the government will gain $10 billion in additional corporate taxes. But how much will they lose when they have to start bailing out funds? And who do they think will pay for the bailout? You will.

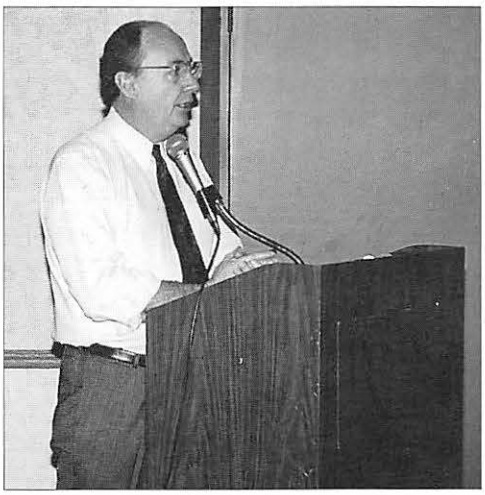
It's time to stop big business and their cronies in Congress from greedily stealing from America's working families. Don't wait until you're facing a retirement nightmare. If you're planning on having cookies with that warm milk, keep the lid on tight.

Editor's Note: This article illustrates the importance of protecting the Railroad Retirement system. The Railroad Retirement system does not allow railroads to make withdrawals or loans from the fund.

However, if Congress were to abolish the Railroad Retirement system, any monies paid into Railroad Retirement that would be placed in private pensions could be subject to the same corporate raiding. Something to remember if railroads push for changes in the Railroad Retirement system.



Local and General Committee Meetings



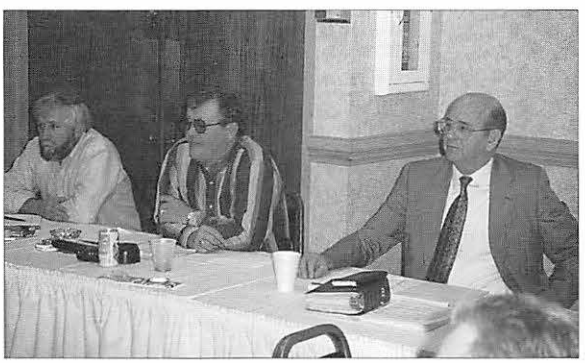
President Dan Pickett addresses BRS members in attendance at the Detroit regional meeting.

BRS members listen as President Pickett brings them up to date on the status of national negotiations.

Local 132 officers listen to a question from one of the members at their regular meeting on November 9. (l-r) J.R. Fitzgerald, Recording Secretary; M.S. Barton, Financial Secretary; R.K. Cooper, Local President; and R.J. Havlin, Local Chairman.

Local 116 members take a break from the proceedings of their November 18 meeting in Pryor, Oklahoma. (l-r) T.R. Parsons, "Doc" Goforth, R. Storbeck, T.L. Giltner, R.G. Millsap, J.C. Gibson, W. Six Jr., and D.E. Lowry Sr.

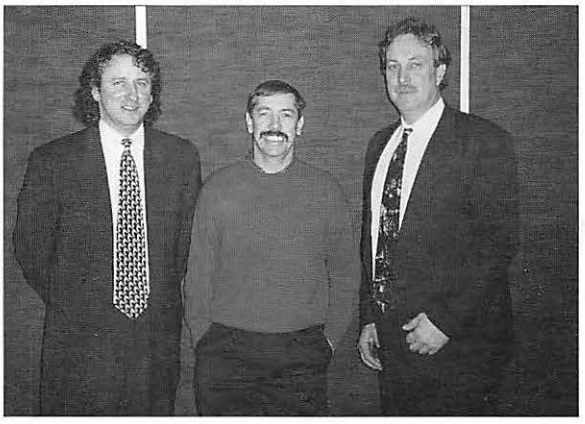
Local 119 members at their regular meeting on December 2 in Trinidad, Colorado.



(l-r) R.D. Mills, Financial Secretary; D.A. Riley, Local President; and C.R. Vaught, Southern General Chairman, listen as members voice their concerns at the January 20 regular meeting of Local 110 in Greensboro, North Carolina.

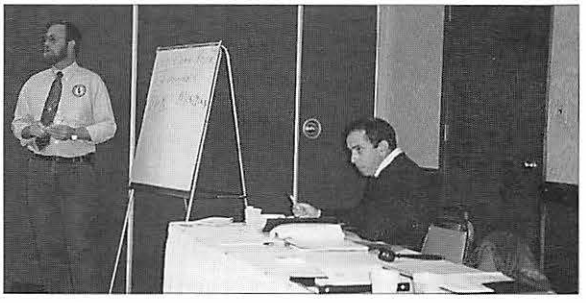
Local and General Committee Meetings

"A Full Field." Six members who ran for Local Chairman of Local 55 pause for a picture while the votes are tabulated. (l-r) M.T. Griffin, J.A. Lindenbaum, J.C. Sinclair, R.L. Groves, K.A. Brown, and D.M. Gentry.



(l-r) General Chairman W.A. Barrows pictured with outgoing Local President J.S. Hale and Vice President-Southeast, F.E. Mason.

Local 55 members wait to cast their ballots at their regular meeting on Januray 26 in Decatur, Illinois.



Local 16 President D.E. Paul discusses the establishment of a Local publication. Also pictured is Financial Secretary T.P. Hudson.

Local 24 members listen to the status of national negotiations at their regular meeting on February 24 in Central City, Colorado.

Local President D.E. Paul gives the oath of obligation to new Local 16 members at their regular meeting January 13 in Greensboro, North Carolina.

Railroad Retirement INFORMATION

Benefits Under Railroad Retirement and Social Security

Employers and employees covered by the Railroad Retirement Act pay higher retirement taxes than those covered by the Social Security Act, so that railroad retirement benefits remain substantially higher than social security benefits.

The following questions and answers show the differences in railroad retirement and social security benefits payable at the close of the fiscal year ending September 30, 1995, as well as the differences in age requirements and payroll taxes under the two systems.

1. How much are the average railroad retirement and social security benefits paid to retired employees and spouses?

The average age annuity being paid by the Railroad Retirement Board at the end of fiscal year 1995 to career rail employees was $1,520, and for all retired rail employees the average was $1,135. The average age retirement benefit being paid under social security was about $700. Spouse benefits averaged $455 under railroad retirement compared to $345 under social security.

The Railroad Retirement Act also provides supplemental railroad retirement annuities of between $23 and $43, which are payable to employees who retire directly from the industry with 25 or more years of service.

2. Are the benefits awarded to recent retirees generally greater than the benefits payable to those who retired years ago?

Yes, because recent awards are based on higher average earnings. For career railroad employees retiring at the end of fiscal year 1995, regular annuity awards averaged about $1,900 a month while monthly benefits awarded to workers retiring at age 65 under social security averaged about $880. If spouse benefits are added, the combined benefits for the employee and spouse would approximate $2,680 under railroad retirement coverage, compared to about $1,320 under social security. Adding a supplemental annuity to the railroad family's benefit increases average total benefits for career rail retirees to about $2,720 a month.

3. How much are the disability benefits currently awarded?

Disabled railroad workers retiring directly from the railroad industry at the end of fiscal year 1995 were awarded about $1,605 a month on the average, while awards for disabled workers under social security averaged about $680.

4. What are the maximum amounts payable to recent retirees?

If an employee began work in January 1954, continuously earned the maximum creditable toward retirement benefits each year through 1995, and retired January 1, 1996, at age 65, the monthly amount, including a supplemental annuity, payable to that employee and his or her spouse as of January 1996 is $3,436.89 under the Railroad Retirement Act, and $1,872 under the Social Security Act. If the employee retired at a later age, even higher benefits could be payable.

5. Can railroaders retire at earlier ages than workers under social security?

Railroad employees with 30 or more years of service are eligible for regular annuities based on age and service at age 60. Certain early retirement reductions are applied to such annuities awarded before age 62, but only to the portion of the annuity approximating a social security benefit, and no age reductions are applied to the annuities of 30-year employees retiring at age 62. Under social security, a worker cannot begin receiving retirement benefits based on age until age 62, regardless of how long he or she worked, and social security retirement benefits are reduced for retirement before age 65.

Rail employees with 10 to 29 years of creditable service are eligible for regular annuities based on age and service at age 62. Early retirement annuity reductions are applied to such annuities awarded before age 65, just as they are applied under social security. As under social security, starting in the year 2000, the age at which full benefits are payable will increase in gradual steps until it reaches age 67.

Reduced benefits will still be payable at age 62 but the maximum reduction for employees will be 30 percent rather than 20 percent by the year 2022. However, the railroad retirement annuity reduction will be less if the employee had any rail service before August 12, 1983. Also, these changes will not affect rail employees who retire at age 62 with 30 years service.

6. Does social security offer any benefits which are not available under railroad retirement?

Social security does pay certain types of benefits which are not available under railroad retirement. For example, social security provides children's benefits when an employee is disabled, retired, or deceased. The Railroad Retirement Act only provides children's benefits if the employee is deceased.

The Railroad Retirement Act does include a special minimum guaranty provision which ensures that railroad families will not receive less in monthly benefits than they would have if railroad earnings were covered by social security rather than railroad retirement laws. This guaranty is intended to cover situations in which one or more members of a family would otherwise be eligible for a type of social security benefit which is not provided under the Railroad Retirement Act. Therefore, if a retired rail employee has children who would otherwise be eligible for a benefit under social security, the employee's annuity can be increased to reflect what social security would pay the family.

7. How much are monthly benefits for survivors under railroad retirement and social security?

Survivor benefits are generally higher if payable by the Board rather than social security. Those awarded by the Board at the end of fiscal year 1995 to aged or disabled widows and widowers of railroaders averaged about $820 a month, compared to about $655 under social security.

8. How do railroad retirement and social security lump-sum death benefit provisions differ?

Both the railroad retirement and social security systems provide a lump-sum death benefit. The railroad retirement lump-sum benefit is generally payable only if survivor annuities are not immediately due upon an employee's death. The social security lump-sum benefit may be payable regardless of whether monthly benefits are also due. Both railroad retirement and social security provide a lump-sum benefit of $255. However, if a railroad employee completed 10 years of service before 1975, the average railroad retirement lump-sum benefit payable is about $900.

The social security lump-sum is generally only payable to the widow or widower living with the employee at the time of death. Under railroad retirement, if the employee had 10 years of service before 1975, and was not survived by a living-with widow or widower, the lump-sum may be paid to the funeral home or to the payer of the funeral expenses.

The railroad retirement system also provides, under certain conditions, a residual lump-sum death benefit which ensures that a railroad family receives at least as much in benefits as the employee paid in railroad retirement taxes before 1975. This benefit is, in effect, a refund of an employee's pre-1975 railroad retirement taxes, after subtraction of any benefits previously paid on the basis of the employee's service. However, an employee's benefits generally exceed taxes within two years; therefore, this death benefit is seldom payable.

9. How do railroad retirement and social security taxes compare?

Railroad retirement tier I and Medicare taxes on employees and employers are the same as social security taxes, with a rate of 7.65 percent, consisting of 6.2 percent on earnings up to $62,700 in 1996 and 1.45 percent for Medicare hospital insurance on all earnings. Rail employees pay an additional tier II tax of 4.90 percent on earnings up to $46,500 a year, while their employers pay tier II taxes of 16.10 percent. Rail employers also pay a separate work-hour tax to finance the railroad retirement supplemental annuity program. The rate is determined quarterly and is 34 cents per work hour as of January 1, 1996.

10. How much are regular railroad retirement taxes for an employee earning $62,700 in 1996 compared to social security taxes?

The maximum amount of regular railroad retirement taxes that an employee earning $62,700 can pay in 1996 is $7,075.05, compared to $4,796.55 under social security. For railroad employers, the maximum annual regular retirement taxes on an employee earning $62,700 are $12,283.05, compared to $4,796.05 under social security. Employees earning over $62,700, and their employers, will pay more in retirement taxes than the above amounts because the Medicare hospital insurance tax is applied to all earnings.

Rail Labor Addresses Safety Issues

In the aftermath of the recent rash of rail accidents, representatives from rail labor organizations, including The Brotherhood of Railroad Signalmen, The Brotherhood of Locomotive Engineers, and The Brotherhood of Maintenance of Way Employes, testified before Congress to address the various safety problems which have emerged.

Rail labor told Congress that one or more of the following factors led to these accidents: lack of adequate back-up or fail-safe procedures to protect against possible human error, excessive crew fatigue, inadequate inspections, testing and maintenance of brakes, poor Federal Railroad Administration enforcement of safety laws, failure of the industry to install improved technological advances, and the industry cutting employment at the expense of safety. Rail labor said it is disturbing that these issues are not new, and that labor has constantly faced roadblocks from the industry and FRA to their recommendations for adequate safety protection for their members and the public.

Rail labor has identified major underlying safety problems and recommendations for improvements that would have a significant impact on improving rail safety. In summary, these are:

1. Accidents caused by human factors are related to the impact of cumulative fatigue caused by irregular work schedules and inadequate opportunity for sleep.

2. The size of crews and employment in the rail industry has been drastically reduced, and the safety consequences are beginning to emerge.

3. The FRA has rarely met Congressionally mandated deadlines for implementing safety improvements. For example, it took FRA five years to promulgate rules covering testing, inspection, and maintenance of rail-highway grade crossing, even though Congress ordered that the regulations be adopted in one year. Changes covering various serious safety problems still have not been adopted, and are past the statutory deadline, including rule on two-way end-of-train devices, regulations on protection for maintenance of way and signal workers from being struck by moving equipment, the power brake rules, and track standards.

4. For many years radio communications have been substandard. There are no federal regulations requiring a working radio on a train. As an example, New Jersey Transit trains are not equipped with radios.

5. The signal systems in the railroad industry are inadequate on many railroads, even though the technology exists for a fail-safe rail transportation system.

6. The protection of rail passengers dictates that commuter railroads cease push-pull type service, and have a locomotive located in the front of each train.

7. Improper train make-up needs to be addressed because this has been shown to be a factor in a significant number of freight car accidents. The recent Southern Pacific accident on February 21 at Tennessee Pass, Colorado may have been caused in part by improper train make-up.

8. The FRA has issued two emergency orders in the wake of the Cajon Pass, California accident and the commuter accidents on Maryland Rail Commuter (MARC) and New Jersey Transit. Neither of the orders adequately deal with the issues and they will have minimal safety impact.

9. Last but not least, enforcement on the nation's railroads must be more vigilant.

Two-Way End-of-Train Devices and Defective Brakes

During the past couple of months there have been several reported runaway trains which resulted in catastrophic accidents with multiple deaths and injuries. These were clearly preventable if the industry and the FRA had taken reasonable steps to address a known safety hazard. Trains traversing steep grades without adequate braking have been a recognized safety problem for a number of years. As the result of some accidents in the early 1980s, rail labor in 1985 sought adoption of the two-way EOT device which would allow an engineer to apply brakes from the rear of the train. On August 16, 1990, after another deadly accident, rail labor filed a petition with the FRA to require two-way EOT devices on trains operating in grade territory. That rule still has not been adopted, even though Congress mandated that it be completed by December 31, 1993. The Canadian government has required the use of two-way EOT devices since 1987. On December 13, 1994, rail labor told the FRA that rules on two-way EOT devices should not be held up in the proceeding on power brakes, but should be placed into effect immediately. On December 14, 1994, at Cajon Pass, California, a runaway train derailed killing the entire crew. On December 14, 1995, rail labor requested again that the two-way EOT rule be promulgated immediately. On February 2, at the same location, another derailment caused by a runaway train resulted in two deaths and a very serious injury. On February 6, in response to the latest Cajon Pass accident, the FRA issued an Emergency Order partially covering the operations at that location. The Order prohibits any train operated by the Santa Fe only to go down the Pass unless it has a two-way EOT device, or there is a locomotive at the end of the train from which brakes may be applied, or the train is equipped with a caboose so that a crewman could apply the brakes from the rear. Rail labor questioned seriously why the Emergency Order was limited only to one railroad, while other railroads operate through the same pass. Also, why is the rule not applied nationwide in grade territory? It is noteworthy that the Santa Fe previously had represented to the FRA that it would utilize a two-way EOT device through Cajon Pass. However, the device on this train was not operative when the accident occurred on February 2. Almost unbelievably, another runaway train resulted in two deaths and a serious injury near Leadville, Colorado on February 21, 1996. Still, the FRA has not imposed the requirement mandated by Congress

in 1992 that trains operating over grade territory be equipped with two-way EOT devices. Rail labor is convinced that these accidents are completely preventable and numerous casualties would have been prevented if these safety devices had been placed into service. The industry has voluntarily agreed to install the devices by December 1996, but the use of two-way EOTs is unenforceable without regulations being adopted.

Directly related to the issue of two-way EOT devices are the numerous underlying problems with power brake inspections, testing, and maintenance. Today, brakes on trains are getting fewer inspections at intervals further apart by less qualified employees than ever in the history of railroading. Through a combination of lax regulations, lack of FRA enforcement, and a greatly reduced number of car inspectors, brake defects are going undetected and the recent accidents demonstrate the sad effects.

Radio Rules

It should be obvious that direct communications between crews on trains is critical, particularly in emergency situations. For example, the crews on New Jersey Transit trains at a collision in February did not have working radios. There are no federal regulations which require a working radio on a train. The existing rule requires only that a radio be in good working condition, if one happens to be on the engine. The list of failures of radios, and the obvious need to have a working radio in particular dangerous situations, is a mile long. In 1987, the FRA conducted hearings which covered the poor state of radio communications. Representing rail labor, the president of the BLE asked the FRA in 1987 to mandate all trains to be equipped with working radios for safety reasons. Labor's concerns expressed then included:

1. Defective engine radios being used on a regular basis that are of borderline quality. It is common to find engine radios missing knobs, indicator lights, or defective rheostats for the volume control. There needs to be regular maintenance, inspection and testing requirements;
2. Engine noise causing problems in hearing transmissions;
3. Many locomotives being used without operative radios;
4. Unsafe radio procedures;
5. The limited range of radios, particularly the handsets;
6. Overcrowded frequencies;
7. Carriers requiring crews to take trains with inoperative EOT devices;
8. Frequent dead spots when using portable hand radios;
9. Trackside detectors overriding all other communications;
10. Inoperative hand radios in rain or snow conditions;
11. Radios which receive, but do not send messages, and vice versa; and
12. In metropolitan areas particularly, crews run over a variety of foreign roads. The radios in many cases will not pick up or transmit the foreign line's radio channels.

In the FRA's dispatcher assessment in 1987-88, it was found that the CSX, regardless of the type of radio system which was in place, had many deficiencies. For example, there were frequent false calls intended for dispatchers in other cities, and channels intended for radio train use were used by yardmasters and terminal switching crews. Further, channels intended exclusively for communication with dispatchers were used by radio crews in such duties as adding or removing cars from their trains and calling wayside signal indications.

The problems are not unique to the CSX. There are many places in the country where dispatchers have absolutely no radio communication between certain points. Dead areas are frequent because of the inability of the particular radios to cover the entire territory. Rail labor pointed this out in its testimony before the FRA in 1987.

Prior to the 1987 hearings, the National Transportation Safety Board (NTSB) made 54 recommendations concerning radios. Since that time the Board has made additional findings and recommendations. Soon after the 1987 hearings there was an accident on CSX at East Concord, New York. The NTSB investigated and recommended that train orders transmitted by telecopier in non-signaled territory be evaluated to assure that safe operating practices are not being compromised. A March 7, 1990 SEPTA commuter train accident in Philadelphia highlighted on-board communications problems among the train crew. The NTSB found that the lack of a public address system in the cars and portable radios for the train crew made it difficult for the crew members to communicate with each other and with passengers. It was recommended that train crews be provided with self-contained radios that would function in the event car power was lost.

In 1992, Congress required action on radio rules. In response, on March 29, 1994, the FRA conducted another hearing concerning radio communications, but to date no action has

(Cont. on next page)

...Safety Issues

(Cont. from previous page)
been taken to improve the sorry state of communications in the industry.

The New Jersey Transit Accident at Secaucus, New Jersey on February 9 and the MARC Accident at Silver Spring on February 16

Both the New Jersey Transit accident and the MARC accident highlighted several safety issues relating to train operations, signaling, emergency exits, and hours of service.

Train Operations

In both of the above accidents the locomotive was located at the rear of the train pushing the passenger cars. The hazards of such a practice should be obvious. Passengers are located in uncrashworthy cars and unprotected by a locomotive as a buffer. Some have suggested that a locomotive located at the rear of the train is just as safe as it being in the lead, but the most serious collisions are head-on, when both trains are moving toward each other and the forces of the collisions are greater.

Signal Systems

The heart of a railroad's safety operations is its signal system. There are various systems in use ranging from written train orders to very sophisticated electronic systems. In prior years, most passenger trains were equipped with automatic train stop technology, which causes a train to come to a complete stop automatically if the engineer does not respond to a warning signal. With approval of the FRA, most of that equipment has been removed. It was a safe system, and most likely would have prevented the accidents at Secaucus and Silver Spring.

As the result of two collisions in Maryland at Seabrook in 1978 and Chase in 1987, the NTSB recommended that all trains in the Northeast Corridor be equipped with automatic stopping devices. All such trains are now equipped. However, outside of the Northeast Corridor, accidents like the MARC train collision continue to occur. In fact, there have been many accidents which could have been prevented by positive train control systems. Some of these include: the catastrophic accidents at Sugar Valley, Georgia on August 9, 1990; Corona, California on November 7, 1990; Knox, Indiana on September 17, 1991; Ledger, Montana on August 31, 1991; and Kelso, Washington on November 11, 1993. The NTSB concluded that positive train separation could have prevented each of these accidents. On May 19, 1994, the BLE filed a petition with the FRA to amend the regulations governing signal systems, with the intent of improving the block signal system throughout the country. Changes included a requirement that a train operating at a speed in excess of 60 mph be equipped with automatic train stop or an automatic train control system. It was also recommended that roadway signals be located to provide the engineer with at least 15 seconds of visibility, and that no single lamp in a signal light display more than one color, that a flashing yellow light be used to indicate that speed may be restricted at the next signal in advance and that each signal display an aspect other than a proceed indication if the next signal in advance displays a restricted indication.

Also available is more sophisticated technology known as positive train separation. It is a centrally controlled communication-based system that continuously monitors a train's location and speed and automatically applies a train's brakes when necessary to prevent collisions. Some of its features utilize satellite technology to communicate to the train. The Burlington Northern Railroad and the Union Pacific Railroad have petitioned the FRA for a waiver of various existing regulations in order to test the technology along 863 miles of track.

The MARC accident in Silver Spring, Maryland highlights a disturbing trend both in accidents related to false signals and false signal reports. While it is premature to know whether signal failure caused the accidents, a disturbing trend has emerged in the past few years regarding signal failures.

Accidents caused by signal failure were reported with the following frequency:

1986	*3*
1987	*6*
1988	*14*
1989	*15*
1990	*14*
1991	*16*
1992	*19*
1993	*54*
1994	*36*

The total number of accidents caused by signal failure in 1993 and 1994 was greater than the number of accidents the preceding six years. Despite the dramatic increase in the number of accidents caused by false signals, the number of false signals reported has dropped over the same period of time:

1988	*211*
1989	*203*
1990	*190*
1994	*116*

The increase in accidents and the corresponding decrease in false signals reported underscores a need, again, to re-evaluate the FRA reporting requirements. In a recent letter, the Director of the FRA Office of Safety and Compliance indicated that, "Incidents are not required to be reported which result in a more restrictive aspect, or when a condition (such as a broken rail) has occurred and been detected by the signal system after the train has passed the approach signal, but before the distant signal has been encountered. Carrier operating rules address good train handling procedure and emergency brake application use when encountering these situations." A malfunctioning signal should not go unreported simply because of the manner in which it malfunctions.

In addition to the foregoing malfunctions which go unreported, there have been instances where signal mal-

functions are detected by a dispatcher and approaching trains are stopped before reaching the malfunctioning signal, and no report is filed because the errant signal had not actually been seen by a train crew.

As technology improves, labor intends to embrace the changes so long as safety is not compromised. In the area of train control systems, railroads are beginning to utilize microprocessor-based interlocking signal systems (MPIS). Labor wants to assure that this new technology is adequately tested and inspected periodically under federal regulations, not an unenforceable self regulation. In 1994, the BRS requested the FRA to investigate and propose a uniform validation process for safety-critical software used in train control systems. The FRA in December 1995 arranged for a meeting on the issues between the BRS and the American Association of Railroads (AAR). It is hoped that the FRA will issue a rule soon covering this matter, but history suggests otherwise.

Human Factors and Hours of Service

The heart of any human factors analysis must include the number of employees working in the industry. In 1994 there were 150,683 employees (excluding executives, professional and administrative staff) in the rail industry, compared with 232,359 in 1985. However, the number of carloads during the same period increased from 19.5 million to 23.2 million. The revenue ton miles increased from 876,984 in 1985 to 1.2 billion in 1994. Also, freight train miles increased from 347.3 million to 440.9 million. The picture is clear – fewer employees are handling more and more traffic.

As it relates to causes of accidents, this aspect of railroad safety has been a source of much contention for many years. Under the provisions of the FRA's accident reporting regulations, the railroads alone determine the cause of each accident/incident. The FRA merely tabulates what is submitted by the carriers and prints the results in the annual Accident/Incident Bulletin. Both the FRA and the NTSB determine causes of accidents only in the limited number each agency investigates. The railroads' classification of "human error" as a cause of an accident is highly suspect in many cases. In fact, it prompted Congress in 1988 to allow employees charged by a railroad with causing an accident to state his/her reason or explanation as to why that classification may be in error. Still, a railroad's determination is not changed by FRA in its annual reporting summary.

In 1994 there were 911 out of 2,669 train accidents allegedly caused by human error. In 1993, 865 out of 2,785 were attributed by the railroads to human error. The 1995 figures have not been published. Among the accidents investigated by the NTSB during the past 10 years, almost 80 percent are attributable, at least in part, to human error.

The most pressing problem in the industry relating to human error is the impact of cumulative fatigue caused by irregular work schedules and inadequate opportunity for sleep. There can be no justifiable disagreement that there exists a direct relationship between fatigue and accidents. Stress in the workplace, resulting from long and irregular work hours, continues to be a major concern for railway workers, and has recently come to the attention of society at large.

According to Dr. Charles Czeisler, then Director of Circadian and Sleep Disorders Medicine at Brigham and Women's Hospital in Boston (*New York Times*, May 15, 1990 at pg. C8), "because their reaction is affected...sleep deprived people may be more prone to making mistakes on the job." Indeed, sleep researchers indicate that sleepiness is second only to drunkenness as a cause of automobile accidents. The Department of Transportation, in a report to Congress, stated that at least 40,000 traffic accidents a year may be sleep related, and that more than 20 percent of all drivers have fallen asleep at the wheel.

In the testimony of Dr. Donald I. Tepas, who testified as an expert at the May 12, 1988 hearing by the NTSB regarding the fatal head-on collision of two Conrail trains at Thompsontown, Pennsylvania on January 14, 1988, regularity of work shifts is indeed of great concern in the railroad industry. At the time, Dr. Tepas was a Professor of Psychology and Director of the graduate program in Industrial and Organizational Psychology at the University of Connecticut. According to Dr. Tepas, work systems which result in night work, shifts of unusual lengths, and unpredictable work hours, such as the systems presently employed by the railway industry, place workers and the general public at risk by creating a situation in which workers ultimately become victims of chronic sleep deprivation. According to Dr. Tepas, workers do not remedy this hazardous condition by making up for lost sleep

(Cont. on next page)

BRS INFORMATION

The Brotherhood of Railroad Signalmen is pleased to announce that the Holiday Inn on The Hill in Washington, D.C. is offering discounted room rates to all BRS members traveling to Washington in 1996.

The special rate being offered to BRS members is $100.00 plus tax single and $110.00 plus tax double occupancy and is effective through December 31, 1996.

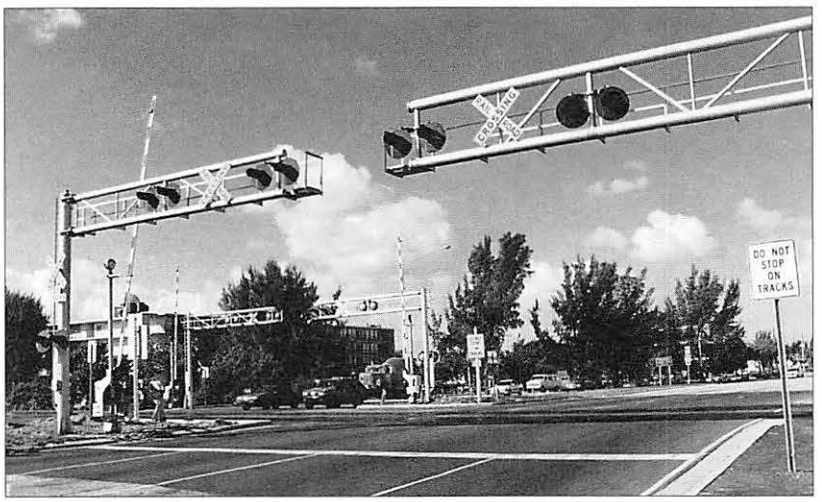
For more information contact:

Holiday Inn on The Hill
415 New Jersey Avenue, N.W.
Washington, D.C. 20001
Ph (202) 638-1616

...Safety Issues

(Cont. from previous page)

on their days off, nor do they *adapt* to the irregular work hours. Dr. Tepas testified that chronic sleep deprivation results in fatigue, frequent microsleeps or lapses (periods in which workers fall asleep for a short time then awaken spontaneously, unaware that they had been sleeping at all.) Dr. Tepas notes that the frequency and duration of such lapses increase as the person becomes more chronically sleep-deprived. Although the worker will perform his task perfectly both before and after the lapse, he is asleep during it.



Also, Dr. Tepas stated that workers subject to nonsystemic and unpredictable changes in their work schedules are highly susceptible to variations in alertness and consciousness that are associated with their circadian "body clock", which is typically at its lowest ebb between roughly 1:00 a.m. and 7:00 a.m. Extensive studies have been conducted on operating crews in which, not only single crew members, but on some occasions, entire crews have fallen asleep while performing their jobs.

Based upon the NTSB's analysis of the Thompsontown accident and other prior accidents, it concluded:

1. The changing nature of railroad operations and competitive factors have materially increased the relative number of train crew members who must work irregular and unpredictable shifts on a long-term basis.

2. Since train crew members are not trained to recognize the condition, they may allow themselves to become chronically sleep-deprived and develop physiological problems that impact adversely on their performance. Conrail and the other railroads need to recognize and deal with this probability by modifying their operations to reduce shift irregularity and by instituting educational and intensified medical examination programs. (NTSB Report)

Former Chairman of the NTSB, James L. Kolstad, in testimony on June 12, 1991, before the House Subcommittee on Transportation and Hazardous Materials, Committee on Energy and Commerce, where he stated:

"Human performance is still the most important factor in any accident, in any mode of transportation. An operator who is inattentive, for whatever reason, can expect to find himself in an accident sooner or later. Too often, that inattention is caused by fatigue.

Railroad employees, especially train crews, are confronted by very unpredictable and tiring work schedules – a situation that has not changed since the beginning of railroading. The changing nature of railroad operations and competitive factors have increased the relative numbers of crew members and others in safety sensitive positions who must work irregular and unpredictable shifts – often on a long-term basis."

The NTSB's report on the Corona, California accident of November 7, 1990 also demonstrated the hazards in railroad operations resulting from irregularity and unpredictability of work schedules. The Board concluded that both of the locomotive crew members had fallen asleep because of acute fatigue, partly resulting from the irregularity and unpredictability of the work schedule.

As succinctly stated in testimony by Susan M. Coughlin, then Acting Chairman of the NTSB, in hearings before the House Subcommittee on Transportation and Hazardous Materials regarding the Hours of Service Act, June 10, 1992:

"Between 1986 and 1992 alone, the Safety Board investigated 643 railroad accidents. Human performance factors played a role in 72 percent of those accidents, and in many cases, work/rest issues and fatigue were the causal factors..."

* * *

"Complicating the unpredictable work schedule, today's crews face increased demands as they are operating trains at higher speeds, over longer distances, and with shorter effective intervals between tours of duty. Smaller crews are operating longer trains on fewer miles of track than existed 20 years ago. As a result, heavier trains are traveling closer together in a more congested environment. These increasingly stringent operating parameters have added stress to the work environment. We don't see this trend changing. Indeed, the demands on crews, dispatchers, and maintenance workers have increased, and as the volume of rail business increases, these demands are likely to increase as well. For these reasons, management and labor must continue to recognize and respond to the effects these changes have on safety. ...As a result, the Safety Board has found work load and work/rest issues to be critical factors in accident after accident. We have completed the investigation of 12 accidents between 1987 and 1991 that involved railroad employees' inattention because of fatigue, and probably sleeping, while on duty – all had crews

who had complied with the protector of safety, the Hours of Service Act, in place..."

In a letter last year by FRA's Chief Counsel to the Vice President and General Counsel of the AAR, the safety hazards associated with irregular work hours and lack of rest were pointed out:

"FRA has long been concerned about instances in which employees are held on trains for several hours while awaiting the arrival of deadhead transportation in the absence of any valid emergency that might explain such an occurrence. To the extent that the waiting periods are extremely lengthy, current scientific information concerning sleep cycles and the effects of fatigue on safety-sensitive performance indicates that the waiting periods could contribute to the cumulative exhaustion of the employee. This cumulative exhaustion could occur even though the employee receives the legally required rest period upon arrival at the point of final release."

Rail labor believes that the time for Congress to address this problem is long overdue. Several actions are called for to amend the Hours of Service Act. On March 1, 1995, the Supreme Court held that the time employees spent waiting for deadhead transportation is neither time on duty nor time off duty for the purposes of calculating time under the Hours of Service Act. Evidence produced in the litigation in several courts showed that employees sometimes have to wait up to 10 hours for someone to relieve the crew and transport it to the point where the crew is finally released. This obviously causes irregular work shifts to occur, and cumulative fatigue results. Congress should amend the HSA to require that time spent waiting for deadhead transportation is time on duty.

Another factor affecting safety is that railroads typically interrupt the employees' rest periods and call them a couple of hours before the mandatory time off duty expires. The legislative history of the 1969 Amendments to the HSA makes it clear that the employees' rest should be uninterrupted. The FRA has done nothing to stop the practice. In this connection, Congress should require the railroads to give the employees at least eight hours prior notice when he/she will be required to report to work. This would eliminate the practice of interrupting rest and allow the worker to better plan and utilize the time spent off duty. Yet another safety problem was highlighted in the deadly New Jersey Transit commuter rail collision on February 9 at Secaucus, New Jersey. The engineer of one of the trains had worked seven hours with a five hour break and then returned to work for another tour of duty. The accident occurred approximately three hours later. Such split shifts should not be permitted anymore because of what has been shown in previous studies regarding circadian rhythm.

Another human factors problem is the issue of protecting maintenance of way and signal employees who work alongside of tracks. This issue has been particularly troublesome because the FRA has not taken effective steps to put an end to a preventable accident. In 1992, Congress, at the request of rail labor, enacted a requirement that FRA review and revise the track safety standards and make "an evaluation of employee safety."

In response to the legislation, the FRA issued an advanced notice of proposed rulemaking on November 16, 1992 to begin an evaluation of the safety problems. However, in the wake of a number of deaths, and there being no final action by FRA, in 1993 the BMWE and the BRS filed separate petitions seeking an Emergency Order from the FRA to protect their members from being struck by moving equipment. Within a five year period there had been 46 deaths to members of both unions who were struck by trains. In June 1994, the FRA created a Federal Advisory Committee on Roadside Protection and the FRA administrator stated, "During the last few months the FRA has been working to address this critical safety issue. Our objectives for this industrywide meeting are to identify actions that can be taken immediately to improve trackside safety and to gather comments and encourage participation in the first negotiated rulemaking in FRA history." On May 17, 1995, all of the interested parties agreed on an acceptable rule which would provide adequate protection for the employees. The FRA still has not adopted the final rule. Unfortunately, since the creation of the Advisory Committee, other employees have been struck and killed by moving equipment alongside tracks. On February 2, the latest victim was struck and killed on CSX tracks in Chicago. It is unconscionable that Congress has mandated that there be protection provided to railroad workers alongside tracks and still there has been no rule adopted. Because of intense pressure from rail labor, the industry has agreed to implement the negotiated rule voluntarily. This is a good gesture but it is unenforceable, and FRA must issue the regulations in order to prevent piecemeal application.

Regulations Should Be Promulgated Regarding Proper Train Make-Up

The Amtrak train which collided with the MARC train at Silver Spring had two locomotives in the front of the train. The lead locomotive was older than the trailing engine and its fuel tank was much more vulnerable to rupture in a collision. The newer locomotive had its fuel tank enclosure constructed with thicker steel, and the tank was located deeper toward the middle of the engine. The tank of the lead locomotive in the accident ruptured and caught fire, engulfing the lead MARC car and burning eight persons to death. In all instances, the safest locomotive should be placed in the front of the train.

Rail labor has long sought regulations establishing requirements for safe train make-up. Improper distribution of loaded and empty freight cars in trains has been the source of countless accidents, yet improper train make-up remains one of the most under-regulated and under-reported hazards in the railroad industry today. The only source of train make-up restrictions is the railroads themselves; however, the self-imposed restrictions are not mandatory and can be modified by the railroads at any time.

In 1991 a Southern Pacific train derailed in Dunsmuir, California, resulting in the release of 19,500 gallons

(Cont. on next page)

...Safety Issues

(Cont. from previous page)
of aqueous metam-sodium into the Sacramento River, killing every living thing in that river for approximately 50 miles. The cause of the derailment was attributed by the NTSB to a combination of poor train handling, poor train make-up, and mechanical and electrical defects. An earmark of improper train make-up resulting in excessive slack action is excessive loading of tonnage in the rear of the train. In fact, excessive slack action may result whenever loaded cars are placed behind a string of empty cars or long cars are placed directly behind short cars. The possibility of derailment increases greatly any time an improperly made up train experiences brake problems or must negotiate curves, where even conservative brake use can result in a derailment.

The recent derailment on February 21 of a Southern Pacific train in Tennessee Pass, Colorado is illustrative of the problem. Preliminary reports indicate that the train was made up with three or four tank cars containing sulfuric acid at the rear of the train, preceded by empty freight cars toward the front of the train. The tank cars derailed approximately two miles behind the remainder of the train, leaking sulfuric acid across U.S. Route 24.

Although the FRA amended cause codes in 1992 to account for instances where improper train make-up was a contributing cause of an accident, improper train make-up still apparently goes under-reported. For example, the FRA reported in 1993 that a total of 99 accidents were caused by excessive slack action, but that in only 32 of those accidents was the slack action deemed to be caused by improper train make-up. Improper train handling resulting in excessive slack action was blamed for the remaining 67 accidents. Similarly, in 1994 the railroads reported that a total of 75 accidents were caused by excessive slack action, but that in only 25 of those accidents was the slack action deemed to be caused by improper train make-up. The remaining 50 accidents were reported to be caused by poor train handling. In light of the fact that poor train handling is so often caused by improper train make-up, the reported incidents of improper train make-up as a cause of accidents is highly suspect.

According to the FRA Accident/ Incident Bulletin No. 162 for the calendar year 1993, approximately 75 accidents were reported to have been caused by improper train make-up, resulting in approximately $2 million in damage, two collisions and 72 derailments. In calendar year 1994, the railroads reported approximately 55 derailments attributable to improper train make-up resulting in approximately $3 million in damage, one collision and approximately 45 derailments. More importantly, the frequency with which proper train make-up is identified as a cause of accidents is unsettling.

While the FRA's designation of new cause codes has helped to highlight the costs and hazards of improper train make-up, the underlying problem remains. Specifically, there are no enforceable regulations to address the troubling statistics. The foregoing numbers provide a telling example of the need for comprehensive regulations regarding train make-up.

In 1994 Congress directed the Secretary of Transportation to study existing practices regarding the placement of cars on trains, with particular attention to the placement of cars that contain hazardous materials. Congress directed further that in the study the Secretary shall consider whether such placement practices increase the risk of derailment, hazardous material spills, or tank ruptures or have any other adverse effect on safety (Public Law 103-311). Finally, Congress directed that the results of the study be submitted within one year of the date of enactment of the Act – the FRA has not done so.

FRA's Lack of Timely Response to Safety Issues

FRA has chronically failed to respond timely to address safety problems. Even during the early years fol-

CHANGE OF STATUS FORM

Please advise us of any changes. If you move or if the mailing label on this issue of The Signalman's Journal fails to reflect a current address or receiving party, please fill out this form, tape or paste the mailing label in the space provided and mail the form to:

The Brotherhood of Railroad Signalmen
Box U
Mount Prospect IL 60056-9048
Attn. Records Dept.

Name _____

Street or Box No. _____

_____
(City) (State) (Zip Code)

Local No._____ **Cert. No.** _____

Active( ) Retired( ) Non-Member( ) Deceased( )
(Check appropriate member status)

Attach mailing label or write information here:

lowing passage of the Federal Railroad Safety Act, the handwriting was on the wall. In 1975, the House Committee on Interstate and Foreign Commerce stated that the FRA was not doing its job. In 1978, nine members of the same House Committee filed "Separate Views on FRA's Lack of Attention to Railroad Safety." The members pointed out FRA's failure and refusal to enforce the federal rail safety statutes in the aggressive manner as intended by Congress.

The NTSB also has been critical of FRA's enforcement of safety laws. In 1987, in its report on an accident at Miamisburg, Ohio, the Board said that, regarding tank car safety, FRA's inactions have resulted in a self-regulated system which does not provide adequate public safety accountability. In 1989, the NTSB once again chastised the FRA for inadequate enforcement programs. In its report on the Altoona, Iowa accident on July 30, 1988, the Board concluded that:

(1) the FRA failed to follow up on the status of the signal system;

(2) the FRA failed to oversee railroad operations and failed to take enforcement action for noncompliance with federal regulations; and

(3) the FRA did not have a system to follow up on reported defects on the railroad.

Failure of the FRA to meet statutory time mandates of Congress is the norm. In fact, rarely has the FRA met its time deadlines, and this has continued to the present. The chart below shows FRA's lack of compliance since 1988:

1988 STATUTE	DATE CONGRESS MANDATED REGULATIONS	STATUS
Engineer Licensing	Issue rules by 1989.	Completed in 1991.
Event Recorders	Issue rules within 18 months.	Regulations enacted, effective 5/5/95.
Maintenance, Testing and Inspection of Crossings	Issue rules by 1989.	Regulations issued in 1993.

1992 STATUTE	DATE CONGRESS MANDATED REGULATIONS	STATUS
Power Brake	Revision of regulations by December 31, 1993.	NPRM issued 9/16/94.
2-Way End-of-Train Devices	Promulgate rules by December 31, 1993.	Conference scheduled 3/5/96.
Track Safety Standards	Review within 6 months of enactment; issue regulations by 1994.	–
Locomotive Crashworthiness	Rulemaking proceedings within 30 months of enactment.	Informal meetings held 6/23/93, 12/10/93. Report issued June 1995.
Radio Communications	Safety inquiry within 18 months of enactment; report to Congress within 4 months of inquiry.	Hearings held on 3/29/94. Regulations issued 8/22/94.

1994 STATUTE	DATE CONGRESS MANDATED REGULATIONS	STATUS
Hours of Service Pilot Project	Report to Congress by 1/1/97.	–
Bridge Displacement	Report to Congress within 18 months of enactment regarding action taken.	–
Positive Train Control	Report to Congress by 12/31/95.	
Passenger Car Safety	Initial regulations within 3 years of enactment; final regulations within 5 years of enactment.	Conference held 6/7/95.
Horns at Crossings	Issue regulations for greatest hazards within 24 months of enactment and for remaining	Regulations issued 9/30/94, effective 1/1/95.

(Cont. on next page)

...Safety Issues

(Cont. from previous page)

The Safety Impact of FRA's Emergency Order Covering Commuter Rail Lines Will Be Minimal

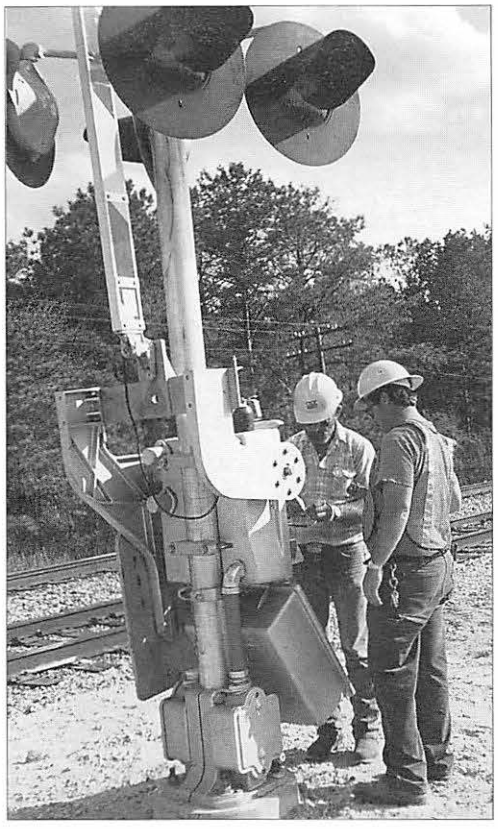
FRA's Emergency Order Number 20 on February 21 is too little too late and will have only minimal impact on correcting the nation's safety problems.

The Order requires an engineer to orally call out an indication and location of each wayside signal. It doesn't require another crew member to confirm that the engineer's observation is accurate, nor does it address a failure of an engineer to observe a signal. On commuter lines, conductors are busy dealing with passenger needs, and do not have time to observe signals. For example, crews on New Jersey Transit do not have radios for communication with the engineer.

The Order also restricts resumption of speeds after stops or when speed is reduced to 10 mph. In such a case the train must be prepared to stop before passing the next signal. In many cases this will cause the train operations to come to a virtual halt and it doesn't substantively address any underlying problems.

Harassment

Harassment continues unabated in the rail industry. The railroads are using more subtle means, but the effect is the same. In 1980, Congress dealt with only one part of the harassment problem – where an employee is discriminated against or discharged for refusing to work when confronted with a hazardous condition. Today, carriers are intimidating employees not to file accident or injury reports, and rail labor has uncovered evidence where railroads have advised their physicians not to prescribe treatment in certain situations. Employees involved in personal injuries are routinely forced to go through an investigation, even where the facts are crystal clear as to what occurred. Other forms of harassment include prohibition against employees discussing facts relating to accidents with the public. For example, on the CSX, if an employee discusses an accident which in the view of management casts an unfavorable light on the carrier, the employee is subject to being disciplined. Rail labor has urged Congress to place more teeth in the harassment provisions of the Federal Railroad Safety Act.



The Cost-Benefit Analysis Required in FRA Rulemaking Should Be Revoked

In adoption of FRA regulations, the agency is required pursuant to an Executive Order to take into consideration the cost-benefit analysis of each rulemaking. Labor submits that where safety is involved, particularly where all of the interested parties have negotiated and agreed upon the regulation, the cost-benefit analysis should be dispensed with. In the negotiations, the cost-benefits obviously were taken into consideration before an agreement was reached. The delays in issuing a rule does nothing but cost lives. The DOT has assigned a value of $2.7 million to a fatality which is averted by the issuance of a regulation. For injuries, the values are a fraction of the fatality number. For example, if it is a critical injury, the fraction is .7625 of the fatality value. Labor believes that placing a numerical value on a person's life or to a serious injury, in determining whether or not to prevent an accident, is not a proper measure. This is particularly true since the accident/incident data is seriously under-reported.

Safety Inspectors

The DOT issued a System Safety plan in 1977 estimating that 800 safety personnel were needed to prevent further increases in the rate of railroad accidents. Currently, the FRA employs approximately 300 safety inspectors. This inspection force is required to inspect approximately 1.2 million freight cars in a given year. Notwithstanding all of their other duties, the inspectors can only inspect the cars once a year. While the FRA safety inspectors are, on the whole, competent and hardworking, they are unable to cover their territories and, in some cases, it takes several years to cover their territories. The lack of sufficient inspection personnel to enforce rail safety regulations ultimately renders much of the legislative and regulatory effort ineffective.

Training and Certification

For many years various crafts have sought training and certification standards for those performing inspections and testing. Carmen inspectors should be the only craft designated to perform power brake and mechanical inspection on trains. Defective brakes clearly have been the cause of several of the recent catastrophic accidents. For any inspection or testing required by law or regulation, training and certification of those employees must be imposed. Such training and certification, at a minimum, should be no less than provided in current collective bargaining agreements.

UNION MEMBER MORTGAGE AND REAL ESTATE

Home Buying, Refinancing and Selling Made Easier, More Affordable for Union Members and Their Families

For most people, buying a home is the largest, most important and most complicated purchase they will ever make. But union members who are looking to buy or sell a home have a benefit that makes the process easier and more affordable: Union Member Mortgage and Real Estate. Thanks to this program benefit, which has provided nearly $900,000,000 in mortgages, thousands of union members have realized the American dream of owning their own homes.

Up to $600 in Mortgage Savings for Union Members!

If you're a union member, Union Member Mortgage and Real Estate is the place to turn — for all your home-buying and home-selling needs. When you use Union Member Mortgage to buy your home, you receive a $250 rebate at closing. And when you also use Union Member Real Estate to buy your home, you receive an additional rebate at closing of up to $350 on your credit report and appraisal fees. That's a potential savings of $600 in closing costs!

Save Even More on Real Estate Commissions

But that's not all. If you sell your home through Union Member Mortgage and Real Estate, you save one-half of one percentage point on the real estate commission. (Which translates to a savings of $500 on a $100,000 home.) Add it all up and you can save as much as $1,000 or more when you both buy and sell through the program.

Hassle-Free Mortgages

Of course, you can do more than save with Union Member Mortgage and Real Estate. The program also offers expert advice from specially trained mortgage counselors and the convenience of applying for a mortgage over the phone during early-morning, late-evening and weekend calling hours. Program counselors will guide you through the mortgage application process and help you find the loan that's right for you.

Help for First-Time Buyers

One of Union Member Mortgage and Real Estate's most popular benefits is the first-time buyers program. For most people, the hardest part of buying a first home is getting together the down payment. But thanks to the first-time buyers option, if you're a qualified buyer, you can put down as little as 3 percent — plus get help with closing costs.

Help When Times are Tough

Two other unique features of this members-only program include strike and assistance fund benefits. These built-in protections are designed to help members in the event of a strike, disablement or layoff. And they are important benefits to have, especially when times get tough.

PROGRAM BENEFITS

- A $250 rebate at closing
- A potential savings of up to $350 on appraisal and credit report costs when both the mortgage and real estate options are used
- A typical savings of $500 on the real estate commission
- Expert advice
- Strike and assistance fund protection
- Easy to use: just pick up the phone
- Competitive interest rates
- Refinancing of existing mortgages
- Low down payments (as low as 5 percent in most areas, 3 percent for qualified first-time buyers)

Just remember, the only way to get these great savings is by calling the program's toll-free number — 1-800-848-6466. So don't wait, call today!

Note: Availability of program benefits may vary depending on state and loan type. Other restrictions and limitations apply.

For more information, call:

1-800-848-6466

Se habla español

Mon.-Thurs. 8:00 a.m. - 10:00 p.m.
Fri. 8:00 a.m. - 9:00 p.m.
Sat. 10:00 a.m. - 3:00 p.m. (ET)

UNION MEMBER MORTGAGE AND REAL ESTATE

Another Benefit of Union Membership

Obituaries

THEODORE F. ANGLACE–retired member of **LOCAL 7.** Brother Anglace retired in 1974 after 12 years of service with the Penn Central. He was a Signalman at New Haven, Connecticut at the time of retirement.

RUSSEL E. BAIN–retired member of **LOCAL 31.** Brother Bain retired in 1981 after 37 years of service with the Western Maryland Railway. He was a Signal Maintainer at Hagerstown, Maryland at the time of retirement

DONALD A. BART–retired member of **LOCAL 141.** Brother Bart retired in 1979 after 31 years of service with the Missouri Pacific Railroad. He was a Signal Maintainer at Fort Worth, Texas at the time of retirement. Brother Bart served the Brotherhood as a Recording/Financial Secretary.

VON J. BATSON–retired member of **LOCAL 51.** Brother Batson retired in 1970 after 47 years of service with the Illinois Central Railroad. He was a Signal Maintainer at Du Quoin, Illinois at the time of retirement. Brother Batson served the Brotherhood as a Local Chairman.

HERMAN BROWN–retired member of **LOCAL 121.** Brother Brown retired in 1970 after 18 years of service with the Atchison, Topeka & Santa Fe Railway. He was a Signalman at Temple, Texas at the time of retirement.

NYLE L. CALLAWAY–retired member of **LOCAL 48.** Brother Callaway retired in 1983 after 34 years of service with the Consolidated Rail Corporation. He was a Signal Inspector at Harrington, Delaware at the time of retirement. Brother Callaway served the Brotherhood as a Local President and Local Chairman.

TROY L. COLE–retired member of **LOCAL 161.** Brother Cole retired in 1985 after 37 years of service with the Atchison, Topeka and Santa Fe Railway. He was a Signal Maintainer at Mooreland, Oklahoma at the time of his retirement.

THOMAS E. COPE JR.–retired member of **LOCAL 102.** Brother Cope retired in 1970 after 40 years of service with the Penn Central. He was a Signalman at Trenton, New Jersey at the time of retirement.

WILLIARD E. CRAWFORD–retired member of **LOCAL 104.** Brother Crawford retired in 1976 after 39 years of service with the Southern Pacific Railroad. Brother Crawford served the Brotherhood as a Local Chairman and General Chairman.

JAMES M. CURRY–retired member of **LOCAL 228.** Brother Curry retired in 1975 after 39 years of service with the Norfolk & Western Railway. He was a Signal Maintainer at Girard, Pennsylvania at the time of retirement. Brother Curry served the Brotherhood as a Local Chairman.

JOHN J. D'ARCY–retired member of **LOCAL 70.** Brother D'Arcy retired in 1976 after 25 years of service with the Illinois Central Railroad. He was a Signal Maintainer at Homewood, Illinois at the time of retirement. Brother D'Arcy served the Brotherhood as a Local Chairman.

JOHN W. FOX–retired member of **LOCAL 219.** Brother Fox retired in 1985 after 44 years of service with the Chicago, Milwaukee, St. Paul and Pacific Railroad. He was a Signal Maintainer at Hampshire, Illinois at the time of retirement.

ERNEST F. GELBRECHT JR.–active member of **LOCAL 76.** Brother Gelbrecht was a Signal Maintainer for Metro-North at the time of his death.

ROBERT L. GLENNING SR.–retired member of **LOCAL 80.** Brother Glenning retired in 1987 after 43 years of service with the Consolidated Rail Corporation. He was an Assistant Signal Foreman at Selkirk, New York at the time of retirement. Brother Glenning served the Brotherhood as a Local President, Local Chairman and Assistant General Chairman Lines East on the New York Central Railroad.

ERNEST S. HANSON–retired member of **LOCAL 226.** Brother Hanson retired in 1969 after 44 years of service with the Chicago, Milwaukee, St. Paul & Pacific Railroad. He was a Signal Maintainer at Milbank, South Dakota at the time of retirement. Brother Hanson served the Brotherhood as a Local Chairman.

FRED T. LEE SR.–active member of **LOCAL 160.** Brother Lee was a Signalman for Metro-North at White Plains, New York at the time of his death.

HENRY LEVINSON–retired member of **LOCAL 3.** Brother Levinson retired in 1982 after 34 years of service with the Chicago & Western Indiana Railroad. He was a Signal Helper at Chicago, Illinois at the time of retirement. Brother Levinson served the Brotherhood as a Local President.

GEORGE W. PETERS–retired member of **LOCAL 72.** Brother Peters retired in 1984 after 36 years of service with the Missouri Pacific Railroad. He was a Signal Maintainer at Hoisington, Kansas at the time of retirement.

RICHARD G. RARDON–retired member of **LOCAL 91.** Brother Rardon retired in 1984 after 37 years of service with the former Monon Railroad, Louisville & Nashville Railroad and Seaboard Coast Line Railroad. He was a Signal Maintainer at Monon, Indiana at the time of retirement. Brother Rardon served the Brotherhood as a First Vice President.

WILLIAM SENCHAK–retired member of **LOCAL 14.** Brother Senchak retired in 1976 after 39 years of service with the Grand Trunk Western Railroad. He was a Lead Signalman at Harvey, Illinois at the time of retirement.

WILLIAM J. SHALLIES–retired member of **LOCAL 104.** Brother Shallies retired in 1976 after 37 years of service with the Southern Pacific Company. He was a Signal Maintainer at Bakersfield, California at the time of retirement.

B.G. STUBBLEFIELD–retired member of **LOCAL 110.** Brother Stubblefield retired in 1990 after 34 years of service with the Norfolk Southern. He was a Signal Maintainer at Columbia, South Carolina at the time of retirement.

ARVIN R. VAUGHT–retired member of **LOCAL 77.** Brother Vaught retired in 1988 after 33 years of service with the Norfolk & Western Railroad. He was a Maintainer at Waverly, Virginia at the time of retirement.

When I hear the music, it reminds me of my grandmother.

I remember the way she'd make me feel secure. I want that same security when I invest my money. That's why I decided on U.S. Savings Bonds. I like knowing things are where I put them, and that they'll stay there. Savings Bonds are backed by the full faith and credit of the United States. And my Payroll Savings Plan lets me save something each payday.

Ask your employer or banker about saving with U.S. Savings Bonds. For all the right reasons.

Take Stock in America

U.S. SAVINGS BONDS

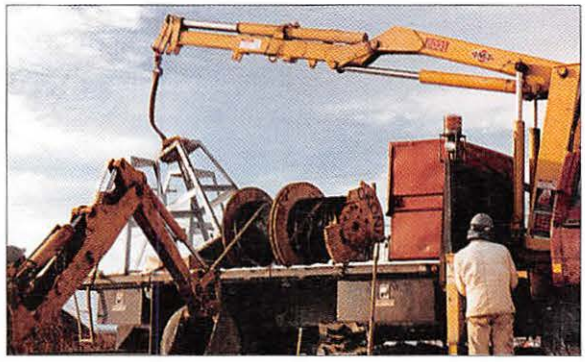
A public service of this magazine

BRS Members Perform Signal Work On Non-Union Regional Line

Through the efforts of the BRS and American Systems Technologies, in cooperation with Union Switch and Signal, BRS members are performing signal system upgrades on a freight line of the Wisconsin Central in preparation for operating commuter trains in an expansion by Metra, the Chicago areas commuter rail service.

AST, of Verona, Wisconsin, is the only recognized non-railroad supplier of signal services with a BRS-represented work force. The BRS, working in concert with AST, applied to the United States Department of Labor to establish a "Railroad Signalman" classification under the federal Davis-Bacon Act for the Chicago area. While the decision of the DOL is still pending, success in establishing such a rate will give BRS members a competitive edge over non-BRS construction forces for railroad signal work.

Assistant Signalman D.A. Janzen uses a backhoe to remove dirt for a signal foundation.



Crew Foreman P.E. Averill readies signal foundation for installation.

(l-r) Assistant Signalman D.A. Janzen and Crew Foreman P.E. Averill prepare excavation while Crew Foreman T. Severt removes signal foundation off crew truck.

For the Wisconsin Central/METRA project, AST worked with Union Switch and Signal to present a competitive bid for the upgrade using US&S signal equipment and a BRS-represented work force.

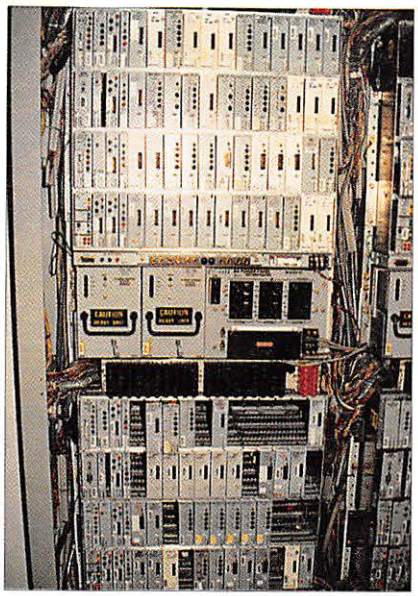
The BRS is aggressively acting to regain lost work and gain new work in an industry undergoing change. Prior to the arrangement with an outside company, BRS members were largely excluded from the opportunity to obtain new work in the burgeoning commuter rail industry.

METRA's new service on the Wisconsin Central Railroad is expected to begin in 1996. This will be the first new commuter rail line in the Chicago metropolitan area since 1928.

Metra commuter service will share a single track with Wisconsin Central freight trains. Beginning in Antioch, near the Wisconsin border, the line will travel south, connect with O'Hare International Airport and terminate in downtown Chicago. Twenty-five bi-level cars are being rebuilt for use on this line. A $40 million track improvement project is under way, including $6 million in signal improvements.

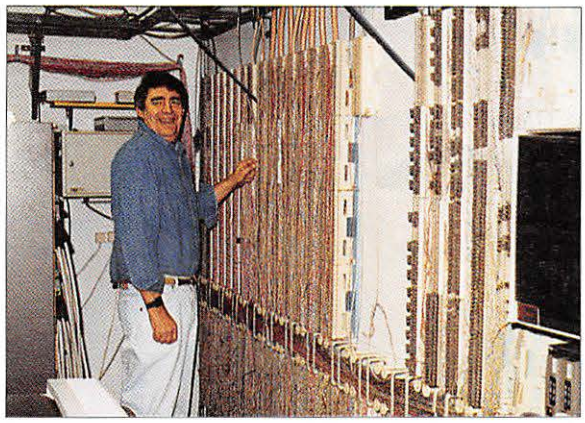
Assistant Signalman D.A. Janzen measures the depth of the signal foundation excavation.

BRS Communication Members At Work On CSX

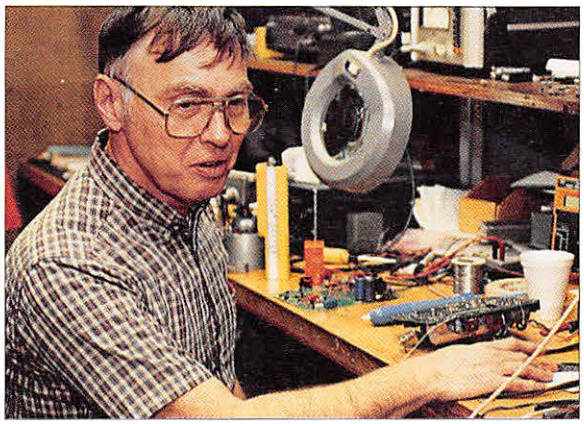


Local 123 members are responsible for the maintenance and repair of state of the art communication equipment.

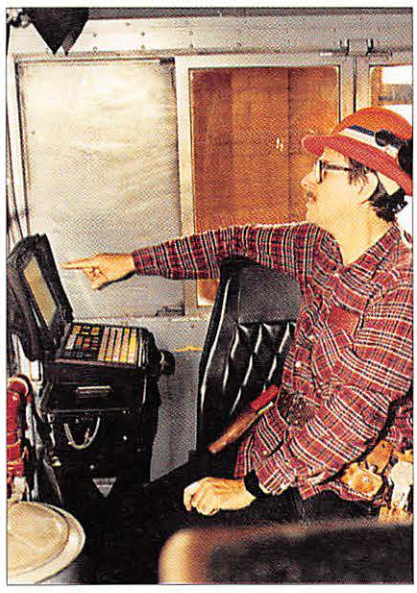
From his repair bench, Electronic Maintainer A.R. Mullen records readings using an oscilloscope.



L. Muller, CSX Electronic Maintainer checks the wiring harness for telephone lines.



Radio Technician C.J. Holbrook repairs a burned out circuit board in the Grand Rapids, Michigan Communications shop.



Radio Repairman D.W. Meek works on the computer interface of the DARS radio commucation system.

Radio Repairman D.W. Meek checks the radio frequency on an engine radio.

CLOTH EMBLEM of BRS logo has white letters with red and black border, steam and diesel locomotives and green-over-red searchlight signal. Ideal for hats and jackets!

COASTERS are 3-inch diameter plastic with full-color BRS logo.

BRS MASTER NATIONAL AGREEMENT BOOK contains the basic provisions of national agreements negotiated with U.S. railroads and the BRS. The loose-leaf binder with 2-inch rings makes it easy to update or add additional materials, such as local agreements.

RS&I—HOURS OF SERVICE MANUAL contains vital information that every signalman should know about the federal regulations governing the Rules Standards and Instructions of Signal and Train Control Systems. The Hours of Service Act is included with an explanation and interpretation of the Act as prepared by the FRA. This manual is printed and distributed by the BRS for BRS members.

SIGNAL TRAINING COURSE as developed by Canadian National Ry., is used in signal training programs by many U.S. railroads. This modern premier training manual contains 4 volumes and 31 sections in one 3-inch binder. (copyrighted)

HISTORY OF THE BRS, *"THE FIRST 75"* as written by the late A. E. Lyon, who was BRS president 1934-1945. Contains the Brotherhood's history from its formation in 1901 through 1976. BRS members will enjoy reading about their Brotherhood's history and development.

NEW! BELT BUCKLE made of solid brass with BRS logo.

NEW! KEY TAGS made of solid brass with BRS logo and bound leather backing.

LAPEL PIN/TIE TACK has the BRS searchlight signal logo with outline and letters in gold. 5/8" in diameter. Makes an ideal hat pin!

DECALS have the BRS searchlight logo and are available in two diameter sizes - 2" & 4". The 2" decals have a **reflective** image of the BRS searchlight signal and are the perfect size for hard hats. The 4" decals have a **non-reflective** image of the BRS searchlight signal and are the perfect size for windows and bumpers. These pressure-sensitive decals are long-lasting and easy to apply.

GOLF CAPS have the BRS cloth colorlight emblem stitched to the front. Made of medium-weight cotton, they have an adjustable head band and come in three attractive colors.

GOLF SHIRTS are made of a cotton/polyester blend and have the BRS colorlight logo embroidered in red and green. These comfortable shirts have a right hand breast pocket and are available only in white and in men's sizes.

WINDBREAKERS made of light-weight red nylon, have the cloth BRS colorlight emblem, two slash pockets, elastic wrist band and a bottom drawstring.

SPORTS STYLE JACKETS have a medium-weight polyester/cotton blend shell with a nylon lining, elastic wrist and waist bands. Embroidered four-color BRS emblem. Available in light grey only.

Minimum order accepted is $15.00 (U.S. Funds)

Make check or money order payable to:

Brotherhood of Railroad Signalmen

Mail payment and order to:

Brotherhood of Railroad Signalmen
Box U
Mount Prospect, IL 60056-9048

NAME _____

CERTIFICATE NUMBER _____

STREET _____

CITY _____

STATE / ZIP _____

The Signalman's Store

ORDER FORM

Please send me the following:

Item		Quantity Ordered	Price Each	Total $
Cloth Emblems			$ 1.50	
Coasters			.35	
BRS Master National Agreement (loose-leaf binder)			10.00	
RS&I—Hours of Service Manual			2.50	
Signal Training Course CN Edition — 4 volumes with binder			50.00	
History of the BRS *"The First 75"*			10.00	
Belt Buckle			12.00	
Key Tags			7.00	
Lapel Pin / Tie Tack			4.50	
Ref. Decals	2-inch		.25	
Non-Ref.Decals	4-inch		.20	
Golf Caps	Black		6.00	
	Red		6.00	
	Grey		6.00	
Golf Shirts	Med.		19.00	
	Large		19.00	
	X-Lg.		19.00	
Wind-breakers	Small		20.00	
	Med.		20.00	
	Large		20.00	
	X-Lg.		20.00	
Sports Style Jackets	Med.		45.00	
	Large		45.00	
	X-Lg.		45.00	
	XX-Lg.		45.00	
TOTAL AMOUNT ENCLOSED				

FELA Directory - BRS Counsel

When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act before agreeing to any settlement with the railroad employer. The Brotherhood of Railroad Signalmen has designated the attorneys listed in this directory to serve as qualified counsel for BRS members in employee injury cases covered by FELA.

Attorneys are listed by state and are designated to serve BRS members living or working in the general region of their offices. Designation of FELA counsel is by authority of the BRS Executive Council only.

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements. This information, which will be used in the continuing evaluation of this program, should be sent to W. D. Pickett, President, Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

Bold print denotes additions or changes since the last issue of the Journal.

ALABAMA
Clarence M. Small, Jr.
1700 Financial Center
505 N. 20th St.
Birmingham, AL 35203-2607
Tel. (205) 328-8141
800-821-2994 (AL), 800-223-6159

CALIFORNIA
James F. Gilwee
700 E Street
Sacramento, CA 95814-1209
Tel. (916) 441-2980
800-345-2889 (CA), 800-445-2889

Jay A. Kaplan
5909 W. 3rd St.
Los Angeles, CA 90036
Tel. (213) 930-2744, 800-552-7526

Frederick L. Nelson
414 - 13th St.
Oakland, CA 94612-2603
Tel. (510) 451-6732
800-448-7575 (CA), 800-447-7500

COLORADO
John J. Rossi
12203 East 2nd Ave.
Denver, CO 80011-8399
Tel. (303) 366-3501
800-421-6859 (CO), 800-325-4014

ILLINOIS
Frank W. Petro
310 S. Michigan Ave., Suite 1310
Chicago, IL 60604
Tel. (312) 362-9596, 800-472-5729

MASSACHUSETTS
Robert T. Naumes
60 State St.
Boston, MA 02109
Tel. (617) 227-8444, 800-431-4600

MINNESOTA
Robert N. Stone
1650 International Centre
900 Second Ave. South
Minneapolis, MN 55402
Tel. (612) 339-4511, 800-328-4340

MISSOURI
Daniel Sawyer
106 West 14th St., 25th Floor
Kansas City, MO 64105-1992
Tel. (816) 221-5666, 800-821-5257

Drew C. Baebler
Suite 520
900 Walnut Street
St. Louis, MO 63102
Tel. (314)-241-7700, 800-682-4529

NEW MEXICO
Jay Thomas Youngdahl
2929 Coors Blvd., N.W., Suite 201
Albuquerque, NM 87120
Tel. (505) 836-7446, 800-256-8072

NEW YORK
Ira M. Maurer
11 Martine Avenue
White Plains, NY 10606
Tel.(914) 948-3131 Fax(914) 948-FELA

Michael Flynn
1205 Franklin Avenue
Garden City, NY 11530
Tel.(516) 877-1234
Fax (516) 877-1177

OHIO
James B. Blumenstiel
261 W. Johnstown Rd.
Columbus, OH 43230
Tel. (614) 475-9511
800-346-5728 (OH)
800-346-5729

OHIO (Cont.)

Harold S. Stern
1400 Renaissance Center
1350 Euclid Avenue
Cleveland, OH 44115
Tel. (216) 781-1700, 800-321-1700

OREGON
Monte Bricker
1300 American Bank Building
621 S.W. Morrison St.
Portland, OR 97205-3816
Tel. (503) 226-1151, 800-547-8811

PENNSYLVANIA
Joseph A. Coffey, Jr.
Two Bala Plaza, Suite 718
Bala Cynwyd, PA 19004
Tel. (610) 668-9800
800-336-2500 (PA), 800-334-2500

Michael Y. Kleeman
The Carlton House, Suite 350
1819 John F. Kennedy Blvd.
Philadelphia, PA 19103
Tel. (215) 963-0187, 800-221-5697

Paul Moses
1311 Frick Building
Pittsburgh, PA 15219
Tel. (412) 471-3740

TEXAS
Weldon Granger
10000 Memorial Dr., Suite 888
Houston, TX 77024
Tel. (713) 668-0230
800-392-0620 (TX), 800-231-3359

UTAH
Brent O. Hatch
10 West Broadway, Suite 400
Salt Lake City, UT 84101
Tel. (801)-363-6363, 800-574-6310

VIRGINIA
Willard Moody, Sr.
Commerce Bank Building, Suite 300
500 Crawford Street
P.O. Box 1138
Portsmouth, VA 23705
Tel. (804) 393-4093, 800-368-1033

Eddie W. Wilson
1294 Diamond Springs
P. O. Box 5369
Virginia Beach, VA 23455
Tel. (804)460-7776
800-752-0042

WASHINGTON, D.C.
Larry Mann
400 North Capitol St. N.W., Suite 851
Washington, DC 20001
Tel. (202) 298-9191
800-747-6266

BRS BENEFITS DIRECTORY

Where to file claims for all MetraHealth Insurance policies except Plan D:

Residents of:

MetraHealth
P.O. Box 2511
Augusta, GA 30903-2511

1-800-842-5252

Connecticut, Delaware, Dist. of Columbia, Florida, Georgia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, Vermont, Virginia, West Virginia

---

MetraHealth
P.O. Box 1200
Lansing, IL 60438-0965

1-800-842-5252

Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, North Dakota, Ohio, South Dakota, Tennessee, Wisconsin

---

MetraHealth
P.O. Box 30985
Salt Lake City, UT 84130-0985

1-800-842-5252

Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming

---

MetraHealth
P.O. Box 660145
Dallas, TX 75266-0145

1-800-842-5252

Alabama, Arkansas, Colorado, Kansas, Louisiana, Mississippi, Missouri, Nebraska, New Mexico, Oklahoma, Texas

Where to file claims for MetraHealth Plan D (Under Policy GA-23111):

Residents of:

MetraHealth
P.O. Box 10066
Augusta, GA 30903-2511

1-800-833-4455

Alabama, Connecticut, Delaware, Dist. of Col., Florida, Georgia, Illinois, Indiana, Kentucky, Maine, Maryland, Massachusetts, Michigan, Mississippi, NewHampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, Tennessee, Vermont, Virginia, West Virginia

---

MetraHealth
P.O. Box 30050
Salt Lake City, UT 84130

1-800-833-4455

Alaska, Arizona, Arkansas, California, Colorado, Hawaii, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, Wisconsin, Wyoming

---

MetraHealth Policy GA-23000 Patient Advocate Program:
1-800-842-4555
MetraHealth Silent Witness Program
To report suspected billing fraud:
1-800-666-FRAUD

Aetna Managed Care Membership Services
P.O. Box 7064
Dover, DE 19903-1512
1-800-842-4044

Mental Health and Substance Abuse Benefits

For treatment, claims or inquiries call:

Value Behavioral Health (VBH)
800-934-7245
(800-934-RAIL)

Supplemental Sickness Benefits under Group Policy No. R-5000

Where to file claims:

Provident Insurance Co.
Group Claims - Franchise Division
P.O. Box 182526
Chattanooga, TN 37402
1-800-542-4231
Fax: (615) 499-3429

Dental Benefits under Group Policy No. GP-12000

Where to file claims:

Aetna Life Insurance Company
P.O. Box 120
Grand Rapids, MI 49501-0120
(616) 942-6400

Prescription Drug Benefit

$2.00 co-payment for generic, $6.00 co-payment for brand name prescriptions up to 30 days at more than 30,000 participating pharmacies. $5.00 co-payment for mail order prescriptions up to 90 days. Available to members covered under Travelers plans GA-23000, GA-23111 Plan D, and GA-46000.

National Rx
1-800-842-0070

A Special Message About Union Summer

All across America something new and exciting is happening. Workers' voices are being heard again. One of the boldest of the new forums is Union Summer, the AFL-CIO's new program to bring the next generation into the labor movement.

Through Union Summer the AFL-CIO will place 1,000 young workers and students in three week internships at one of 10-20 sites around the country. Union Summer interns will receive training, free housing, and a stipend of $210 per week to cover their expenses. The young activists will be put to work on union organizing campaigns and political projects that advance the cause of working people. Participants will not be filing or typing, but rather planning, phone calling, door knocking, organizing, and demonstrating. In other words, they will get hands-on experience on the front lines of the fight for workplace rights and economic justice.

If your son or daughter is interested in participating in the Union Summer program fill out the form below and return it by fax to 202-408-0303 or by mail to Union Summer, 815 16th St., N.W. Washington, D.C. 20006.

I WOULD LIKE TO PARTICIPATE IN UNION SUMMER IN

☐ JUNE ☐ JULY ☐ AUGUST

(Check as many blocks as your flexibility will permit)

Please answer all questions completely and concisely in **black** ink. If you need extra space, you may attach **one** additional page.

NAME _____ WILL YOU BE AT LEAST 18 AS OF 6/1/96? ☐YES ☐NO SOC. SEC. NO. _____

UNION OR COLLEGE AFFILIATION _____ GRADUATION DATE _____

CURRENT ADDRESS _____ STREET _____ APT _____

CITY _____ STATE _____ ZIP _____

PERMANENT ADDRESS _____ STREET _____ APT _____

CITY _____ STATE _____ ZIP _____

CURRENT PHONE _____ PERMANENT PHONE _____

Has anyone in your family ever been a union member? ☐YES ☐NO If so, please describe.

_____

How did you learn about Union Summer? _____

What languages other than English are you proficient in? _____

1. Describe a defining moment or life experience that relates to your desire to fight injustice.

2. What types of community, political or social justice groups have you been involved in?

3. What do you hope to achieve personally by participation in Union Summer?

4. Please include your résumé.

Three Week Placements · Regional Campaign Sites · $210 Per Week Stipend · Housing Provided

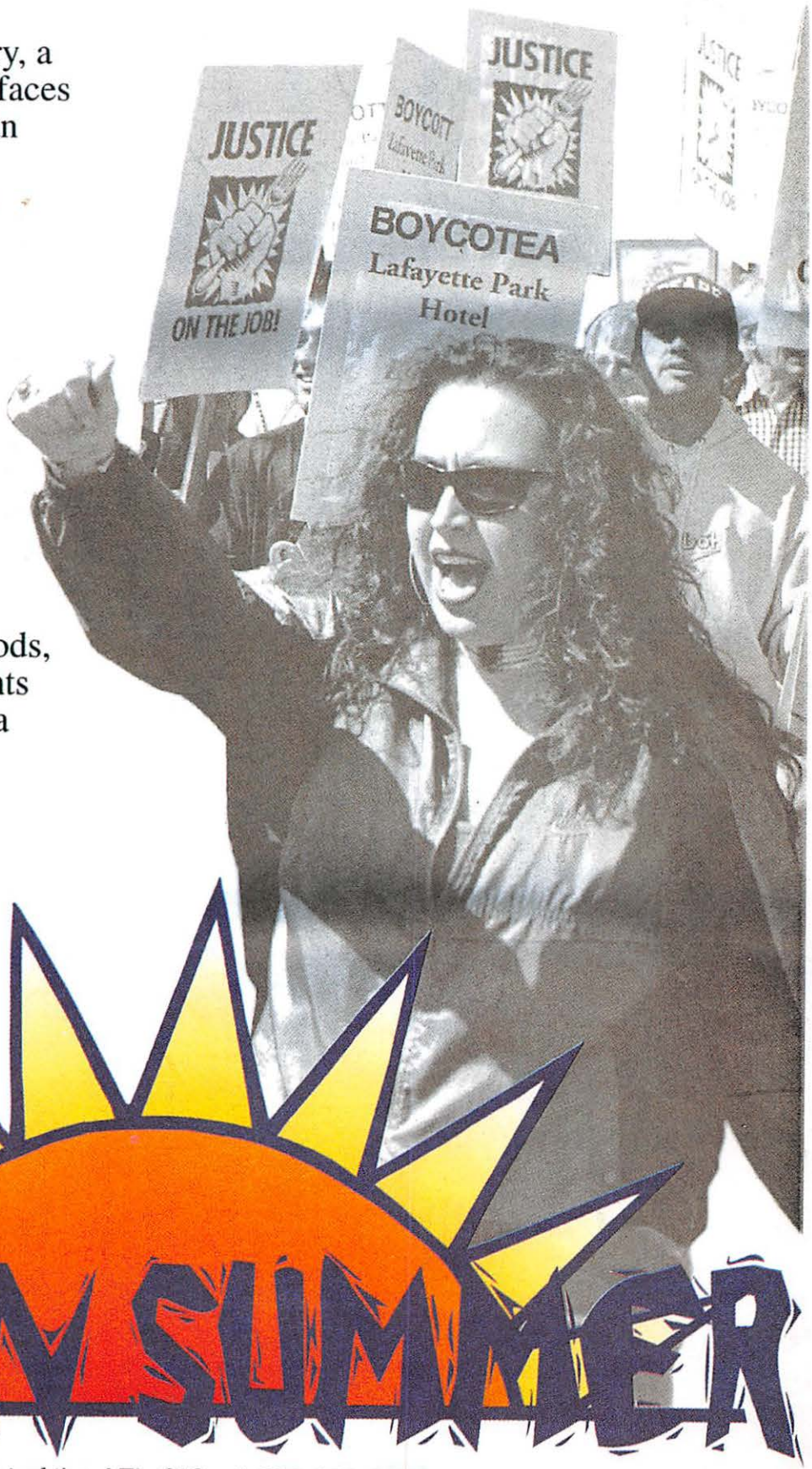
Send by fax to 202-408-0303 or by mail to Union Summer, 815 16th St., N.W. Washington, D.C. 20006 • 1-800-952-2550 • 202-408-0300

MAKE HISTORY

For the first time in memory, a generation of Americans faces a lower standard of living than their parents.

The gap between rich and poor has hit Depression-era levels. And if corporate America has its way, big business will continue posting record profits while laying off workers by the thousands.

This summer, join hundreds of workers and students making history. Spend three weeks in the streets and neighborhoods, organizing for workplace rights and social justice. Make this a summer America will never forget!



Turn this page over — and help turn this country around.

UNION SUMMER

a project of the AFL-CIO • 1-800-952-2550